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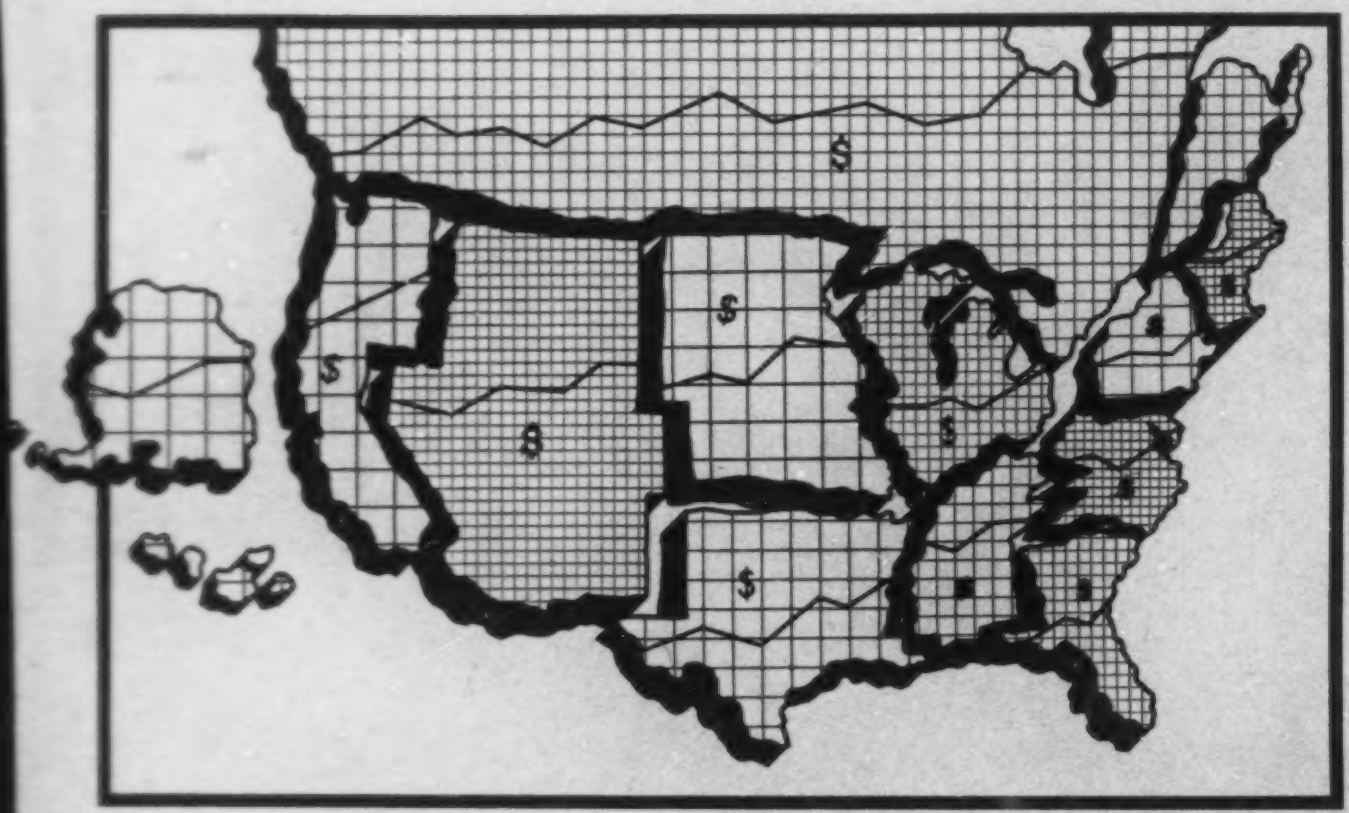
1993 - 1994 Faculty Salaries

in Graduate Departments of Psychology



1993-94 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

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TABLE OF CONTENTS

Background

Method

Structure of the Report

Caveats and Changes from Previous Reports

References

Notes to Tables

Faculty Salaries in U.S. Doctoral Departments of Psychology

Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1991-92 to 1993-94

Table 2. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

Table 3. Distribution of 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 4. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 5. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Table 6. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Table 7. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Table 8. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Table 9. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate

Table 10. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Table 11. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Table 12. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

Faculty Salaries in U.S. Master's Departments of Psychology

Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1991-92 to 1993-94

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

Table 15. Distribution of 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

Faculty Salaries in Canadian Graduate Departments of Psychology

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1991-92 to 1993-94

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

Table 23. Distribution of 1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. 1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

Other Salaries and Benefits for Specific Faculty Positions in U.S. and Canadian Graduate Departments of Psychology

Table 26. 1993-94 Starting Salaries and Expected 1994-95 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1993-94 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Table 30. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank

Appendix A

Table A. Response Rates for Selected Subgroups: 1993-94 Survey of Graduate Departments of Psychology

Appendix B States Comprising Geographic Regions in the United States

1993-94 FACULTY SALARIES IN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Background

Surveys of faculty salaries in graduate departments of psychology have been conducted since the mid 1960s, first by the Council of Graduate Departments of Psychology (COGDOP), and after 1978 by COGDOP in conjunction with the American Psychological Association (APA). Subsequent years saw the survey broaden in scope to cover more diverse issues concerning graduate education, and in 1990 it was divided into two separate components. This report presents results of the initial phase of the survey, addressing faculty salaries.

Method

In October 1993 the Faculty Salaries portion of the 1993-94 Survey of Graduate Departments of Psychology was mailed to 616 U.S. and Canadian graduate departments of psychology listed in recent editions of Graduate Study in Psychology and Associated Fields (APA, 1991), in addition to current and past members and associates of the National Council of Schools of Professional Psychology. The questionnaire requested information on demographics, employment status, rank, years in rank, highest degree and year awarded, and salary for all faculty members. Departments that had not yet returned completed forms by December were sent a second set of materials.

Of the 616 departments and professional schools surveyed, 406 provided usable information, for an overall response rate of 66%. Data presented in this report are based on 7,192 faculty who hold doctorates, who are employed full time, and for whom the relevant data were available. Included in this total are 5,209 faculty in 268 U.S. doctoral departments, 1,394 faculty in 120 U.S. master's departments, and 589 faculty in 18 Canadian departments.

Consistent with previous efforts, response rates varied considerably, depending on the geographic location of the institution, the highest degree offered by the department (doctoral or master's), whether the institution is public or private, and the department type. Substantially higher levels of response were obtained in the U.S. for doctoral departments (73%) than for master's departments (57%). Departments in the U.S. overall were more likely to have completed the survey than Canadian departments, although participation by Canadian doctoral departments, at 62%, was the strongest it has been for at least ten years. Psychology departments were more likely than other types of academic units (e.g., professional schools or educational psychology departments) to provide data. More information on specific response rates can be found in Appendix Table A.

Structure of the Report

Results are presented separately for: (1) U.S. doctoral departments; (2) U.S. master's departments; and (3) Canadian departments. For U.S. doctoral departments, salaries are broken out along the following dimensions: geographic region, public or private institution status, and type of department (e.g., psychology, professional school of psychology, or human development). Among master's departments, the majority of participants were psychology departments; thus, detailed analyses have been limited to this category.

Statistics on Canadian faculty concentrate on doctoral-level departments as there were few at the master's level supplying data.

Most salaries are reported according to academic rank and years in rank, or by years since earning the doctorate. Additional tables report salaries paid to chairs and newly hired faculty, changes averaged over the past three years, and a comparison of academic salaries paid to men and women of equivalent years in rank.

Caveats and Changes form Previous Reports

Readers of this report should consider possible error introduced by nonresponse. Comparisons of respondents with nonrespondents indicated few marked differences in terms of the geographic distribution for U.S. doctoral departments and doctoral psychology departments, in particular. However, the response rate for master's departments was lower both overall and especially for master's-level departments in Canada. Thus, in reading the results, it is important to consult Appendix A for the appropriate response.

Several tables report percent changes in average salaries over the past two years. These percentages are discussed in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation rates reported by the U.S. Bureau of Labor Statistics). It is important to note that these percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on changes in faculty salaries computed on an individual basis. Thus, they are subject to the error that may be introduced by a slightly different set of departments responding to each survey.

Readers should also note that the term "Graduate Departments of Psychology" is meant broadly to encompass departments, schools, interdisciplinary programs, or other academic units listed in current and prior editions of Graduate Study in Psychology and Associated Fields as offering a graduate degree in one or more areas of psychology. Departments may be called any of the following: (a) psychology; (b) educational psychology; (c) counseling psychology; (d) human development; (e) professional school; (f) counseling, guidance and counselor education; (g) school psychology; (h) education; or (i) other, but these department names are not synonymous with program areas. For example, a program in counseling or school psychology may be found in any of several categories. Almost two thirds of the departments award degrees in multiple areas of psychology. The remaining third tend to be departments that are specialized, offering degrees in a few closely related subfields. Thus, "graduate departments of psychology" refers to any academic unit that offers one or more graduate degrees in psychology.

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American Psychological Association (1991). Graduate Study in Psychology and Associated Fields, 1990, with 1991 Addendum. Washington, DC: Author.

Wicherski, M. and Kohout, J. (1993). 1992-93 Faculty salaries in graduate departments of psychology. Washington, DC: American Psychological Association.

Notes To Tables

1. Medians, quartiles, means, and standard deviations are reported for the majority of analyses. The median may be the most useful measure of central tendency since it is less influenced by extreme values than the arithmetic mean. In most of the tables, both median and mean salaries are presented; observed differences reflect the skewness in the distributions.

2. No statistics are provided where the N is less than 10 or where the standard deviation is 0. In these instances, only the N is provided.

3. Statistics also were not provided when the number of responding departments was 1 or when the Ns for subgroups based on rank and years in rank were so small that aggregate statistics would not be meaningful.

4. The majority of tables report salaries for faculty in U.S. graduate departments of psychology on a 9-10-month basis. Some departments (e.g., professional schools of psychology and departments of psychology in medical schools), however, typically operate on an 11-12-month academic calendar. In these cases, the 9-10-month salaries can be converted to their 11-12-month equivalents by multiplying by 11/9.

5. Percentage changes in average salaries from 1990-91 to 1992-93 are provided in some tables. These percentages are reported in both monetary terms (as measured in current dollars) and in real terms (those that have been adjusted for inflation). This adjustment is based on the rates of inflation reported by the U.S. Bureau of Labor Statistics. These percentage changes are based on salary data reported by departments that responded to the survey for the respective years; they are not based on increases in faculty salaries computed on an individual basis. Thus, they are affected by the error resulting from having a slightly different set of departments responding to each survey.

6. This report uses nine categories for geographic region that correspond to the divisions used by the U.S. Department of Commerce's Bureau of the Census. The states comprising each cluster are listed in Appendix B.

FACULTY SALARIES IN U.S. DOCTORAL DEPARTMENTS OF PSYCHOLOGY

Table 1. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1991-92 to 1993-94

Table 2. Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

Table 3. Distribution of 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 4. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Table 5. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Region, Rank, and Years in Rank

Table 6. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments in Public Institutions by Region, Rank, and Years in Rank

Table 7. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

Table 8. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department, Rank, and Years in Rank

Table 9. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate

Table 10. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

Table 11. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

Table 12. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

TABLE 1
Changes in Average Salaries of Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank: 1991-92 to 1993-94

	Full professor	Associate professor	Assistant professor	Lecturer/ instructor	All ranks
U.S. Doctoral Departments					
1991-92 (259 departments)	$61,223 N=2,550	$43,544 N=1,376	$35,571 N=1,104	$34,180 N=28	$50,665 N=5,058
1992-93 (257 departments)	$62,408 N=2,521	$44,358 N=1,371	$36,368 N=1,071	$35,837 N=32	$51,700 N=4,995
1993-94 (263 departments)	$64,582 N=2,557	$46,057 N=1,445	$37,797 N=1,118	$37,118 N=41	$53,375 N=5,161
Percent change in monetary salary					
1991-92 to 1992-93	+1.9%	+1.8%	+2.2%	+4.8%	+2.0%
1992-93 to 1993-94	+3.5%	+3.8%	+3.9%	+3.6%	+3.2%
Percent change in real terms					
1991-92 to 1992-93	-1.1%	-1.2%	-0.8%	+1.8%	-1.0%
1992-93 to 1993-94	+0.8%	+1.1%	+1.2%	+0.9%	+0.5%
All U.S. Departments					
1991-92 (391 departments)	$58,982 N=3,283	$42,642 N=1,780	$34,732 N=1,486	$32,608 N=39	$48,941 N=6,588
1992-93 (370 departments)	$60,269 N=3,175	$43,571 N=1,740	$35,585 N=1,415	$34,781 N=42	$50,059 N=6,372
1993-94 (379 departments)	$62,516 N=3,170	$45,322 N=1,806	$36,986 N=1,490	$36,144 N=49	$51,713 N=6,515
Percent change in monetary salary					
1991-92 to 1992-93	+2.2%	+2.2%	+2.5%	+6.7%	+2.3%
1992-93 to 1993-94	+3.7%	+4.0%	+3.9%	+3.9%	+3.3%
Percent change in real terms					
1991-92 to 1992-93	-0.8%	-0.8%	-0.5%	+3.7%	-0.7%
1992-93 to 1993-94	+1.0%	+1.3%	+1.2%	+1.2%	+0.6%

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1991 to September 1992 and 2.7% for the period from September 1992 to September 1993.

TABLE 2

Changes in Average Salaries of Full-Time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

	Full Professor				Associate Professor			Assistant Professor		Lecturer/Instr.	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years	3 or more years	Less than 3 years
1991-92	$64,987	$59,404	$57,514	$54,757	$44,582	$44,009	$41,816	$36,571	$34,855	$37,446	$30,983
(246 departments)	N=1,249	N=613	N=310	N=346	N=649	N=281	N=413	N=460	N=630	N=14	N=13
1992-93	$66,076	$61,240	$58,968	$54,500	$45,276	$44,906	$42,463	$37,261	$35,644	$39,999	$33,340
(257 departments)	N=1,241	N=603	N=322	N=320	N=676	N=280	N=405	N=473	N=594	N=12	N=20
1993-94	$68,686	$63,068	$61,068	$55,317	$47,074	$46,209	$44,277	$38,572	$37,028	$37,926	$36,742
(263 departments)	N=1,271	N=605	N=344	N=305	N=705	N=311	N=424	N=557	N=560	N=13	N=28
Percentage change in monetary salary											
1991-92 to 1992-93	+1.7%	+3.1%	+2.5%	-0.5%	+1.6%	+2.0%	+1.5%	+1.9%	+2.2%	+6.8%	+7.6%
1992-93 to 1993-94	+4.0%	+3.0%	+3.6%	+1.5%	+4.0%	+2.9%	+4.3%	+3.5%	+3.9%	-5.2%	+10.2%
Percentage change in real terms											
1991-92 to 1992-93	-1.3%	+0.1%	-0.5%	-3.5%	-1.4%	-1.0%	-1.5%	-1.1%	-0.8%	+3.8%	+4.6%
1992-93 to 1993-94	+1.3%	+0.3%	+0.9%	-1.2%	+1.3%	+0.2%	+1.6%	+0.8%	+1.2%	-7.9%	+7.5%

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1991 to September 1992 and 2.7% for the period from September 1992 to September 1993.

TABLE 3

Distribution of 1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full Professor						Associate Professor			Assistant Prof.	
	24 years or more	18 - 23 years	12 - 17 years	6 - 11 years	3 - 5 years	Less than 3	6 or more	3 - 5 years	Less than 3	3 or more	Less than 3
105,000 or more	14	12	9	6	2	3	1				
100,000-104,999	11	5	7	2	3	1			1		
95,000-99,999	12	12	12	9	2	3					
90,000-94,999	21	17	13	8	9	2					
85,000-89,999	16	18	20	9	8	1			1	1	
80,000-84,999	29	39	28	28	10	5		2			
79,000-79,999	3	4	12	4	1			1	1		
78,000-78,999	5	9	6	4	5			1			
77,000-77,999	3	6	12	7	4						
76,000-76,999	3	10	10	6	4	1		1			
75,000-75,999	6	4	9	13	5	2					
74,000-74,999	9	8	6	8		4	1		1		
73,000-73,999	7	15	12	13	3	1	2				
72,000-72,999	6	11	14	14	5	1	2	1		1	
71,000-71,999	7	4	14	14	2		1				
70,000-70,999	3	12	8	9	8	2	1		1		
69,000-69,999	3	11	6	16	9	3	1		1		
68,000-68,999	5	8	13	15	1	3	2				
67,000-67,999	3	13	10	12	6	4	2				
66,000-66,999	3	9	18	16	4	3	5		1		
65,000-65,999	5	14	9	20	9	4	6				
64,000-64,999	6	11	11	17	14	8	4	3			
63,000-63,999	3	10	15	26	13	12	5	2		1	
62,000-62,999	5	15	24	22	4	6	5	3	2		
61,000-61,999	1	10	15	15	7	7	5	1	1	1	
60,000-60,999	6	21	30	25	14	12	13	2			
59,000-59,999	8	17	16	21	14	2	8	2	4	1	
58,000-58,999	4	16	13	13	11	10	6	4	5	1	
57,000-57,999	2	12	18	24	21	7	16	3	5		1
56,000-56,999	2	10	7	16	11	6	11	5	2		
55,000-55,999	4	9	16	26	15	10	17	1	3	1	
54,000-54,999	4	9	18	15	16	18	18	12	3		1
53,000-53,999		8	8	14	15	10	23	5	5	1	
52,000-52,999	1	3	9	17	9	12	21	10	8	2	2
51,000-51,999	2	11	16	14	14	11	25	4	7	2	
50,000-50,999	1	8	14	13	6	15	30	6	7	1	2
49,000-49,999	6	5	10	22	5	12	32	12	17	1	1
48,000-48,999	4	8	11	9	7	13	42	19	19	5	4
47,000-47,999		5	10	7	6	19	35	21	19	10	2
46,000-46,999	2	3	12	11	6	14	30	19	19	10	6
45,000-45,999	3	4	10	12	4	10	39	19	26	7	6
44,000-44,999	2	5	9	9	7	10	41	14	28	13	6
43,000-43,999		4	3	12	6	11	32	16	30	22	19
42,000-42,999		5	3	1	5	3	28	24	27	32	24
41,000-41,999	2	1	2	3	3	7	32	24	34	29	21
40,000-40,999		1		3	3	3	25	11	40	46	28
39,000-39,999		1	1	2	3	4	20	18	26	50	33
38,000-38,999	1		1	2	1	3	22	11	18	51	56
37,000-37,999	1		2		2	3	13	12	22	48	52
36,000-36,999		4	1	1		2	17	9	11	49	71
35,000-35,999			2		1	1	23	7	10	36	55
34,000-34,999	1	2	1		1		14	4	7	40	51
33,000-33,999							9		10	32	37
32,000-32,999							4		1	34	27
31,000-31,999							8	1	1	11	25
30,000-30,999							5			8	14
Less than 30,000						1	5	1		10	16

TABLE 4

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
Full professor								
24 years or more	75,043	51,740	62,710	88,972	100,009	76,289	18,588	245
18 - 23 years	65,784	49,248	57,678	78,300	90,000	68,257	15,876	459
12 - 17 years	62,539	47,869	54,626	74,515	85,645	65,626	15,190	556
6 - 11 years	61,744	47,801	53,995	70,272	80,000	63,068	13,170	605
3 - 5 years	58,400	45,738	52,711	67,412	79,155	61,068	13,626	344
Less than 3 years	52,785	43,335	47,040	60,950	68,000	55,317	12,907	305
Not specified	59,943	41,984	51,000	72,000	75,000	60,282	14,467	43
All years	61,992	46,796	53,600	73,296	85,551	64,582	15,683	2557
Associate professor								
6 or more years	46,450	36,050	41,380	51,970	57,991	47,105	8,841	707
3 - 5 years	45,307	37,800	41,000	49,200	55,136	46,209	7,967	311
Less than 3 years	43,200	37,000	39,998	47,362	52,182	44,277	7,390	424
Not specified								5
All years	45,030	36,963	40,700	49,951	56,300	46,073	8,324	1447
Assistant professor								
3 or more years	38,208	32,647	35,209	41,000	44,000	38,572	5,607	557
Less than 3 years	36,600	32,000	34,172	39,393	42,500	37,028	4,410	560
Not specified								1
All years	37,398	32,342	34,605	40,300	43,500	37,797	5,097	1118
Lecturer/Instructor								
3 or more years	38,010	28,476	32,000	38,719	53,847	37,926	10,313	13
Less than 3 years	35,495	24,433	28,203	39,500	57,876	36,742	11,706	28
All years	36,020	24,433	28,575	39,000	55,120	37,118	11,168	41

Source: 1993-94 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 5

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
ALL U.S. REGIONS (263 departments)								
Full professor								
12 or more years	66,400	49,000	57,210	78,991	91,300	68,686	16,576	1271
6 - 11 years	61,744	47,801	53,995	70,272	80,000	63,068	13,170	605
3 - 5 years	58,400	45,738	52,711	67,412	79,155	61,068	13,626	344
Less than 3 years	52,785	43,335	47,040	60,950	68,000	55,317	12,907	305
All years	61,992	46,796	53,600	73,296	85,551	64,582	15,683	2557
Associate professor								
6 or more years	46,450	36,050	41,380	51,970	57,991	47,105	8,841	707
3 - 5 years	45,307	37,800	41,000	49,200	55,136	46,209	7,967	311
Less than 3 years	43,200	37,000	39,998	47,362	52,182	44,277	7,390	424
All years	45,030	36,963	40,700	49,951	56,300	46,073	8,324	1447
Assistant professor								
3 or more years	38,208	32,847	35,209	41,000	44,000	38,572	5,607	557
Less than 3 years	36,600	32,000	34,172	39,393	42,500	37,028	4,410	560
All years	37,398	32,342	34,605	40,300	43,500	37,797	5,097	1118
All ranks: All years	49,320	35,866	40,500	62,376	76,558	53,377	16,721	5163
NEW ENGLAND (20 departments)								
Full professor								
12 or more years	72,437	58,200	63,600	83,218	95,200	74,523	13,942	103
6 - 11 years	62,934	54,885	57,205	71,779	84,080	65,937	12,543	46
3 - 5 years	57,357	51,200	55,000	63,866	89,334	62,628	14,221	25
Less than 3 years	55,325	44,610	51,650	64,416	76,050	60,131	15,237	24
All years	65,418	54,280	57,609	77,650	92,000	69,282	14,870	198
Associate professor								
6 or more years	49,500	42,010	44,710	54,500	60,725	50,300	8,480	61
3 - 5 years	43,820	38,560	41,000	48,612	63,150	47,549	10,957	29
Less than 3 years	46,150	39,673	41,600	49,000	53,078	45,975	6,052	23
All years	47,300	39,457	42,270	53,400	60,500	48,714	8,888	113
Assistant professor								
3 or more years	42,746	36,237	39,000	44,000	45,750	41,913	3,811	38
Less than 3 years	38,900	33,000	34,155	41,600	43,700	38,406	4,708	42
All years	40,100	33,900	37,384	43,102	45,075	40,072	4,627	80
All ranks: All years	54,539	38,800	43,203	66,010	81,983	57,152	17,213	395
MID ATLANTIC (42 departments)								
Full professor								
12 or more years	73,296	55,478	63,177	84,904	97,633	75,856	17,016	197
6 - 11 years	69,323	56,800	62,171	77,306	89,326	70,736	11,736	94
3 - 5 years	64,620	55,290	59,221	71,856	90,000	68,110	14,521	61
Less than 3 years	63,558	50,437	55,600	70,300	81,700	64,460	12,193	45
All years	70,685	55,290	62,168	80,194	93,334	72,028	15,371	409
Associate professor								
6 or more years	53,735	42,560	48,484	58,911	63,425	53,424	8,206	134
3 - 5 years	48,706	39,400	45,028	53,585	58,100	49,366	8,477	52
Less than 3 years	45,068	38,600	41,915	49,476	57,650	46,311	6,485	66
All years	49,900	39,500	45,068	56,672	60,788	50,724	8,401	252
Assistant professor								
3 or more years	39,711	34,700	36,859	43,641	46,798	40,464	5,271	78
Less than 3 years	38,700	32,930	36,400	40,250	43,255	38,376	3,930	65
All years	39,000	34,131	36,400	42,085	45,600	39,515	4,808	143
All ranks: All years	57,687	38,500	45,100	71,310	83,885	59,459	17,987	807

TABLE 5 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST NORTH CENTRAL (38 departments)								
Full professor								
12 or more years	63,848	49,170	55,852	75,176	89,460	66,585	15,267	238
6 - 11 years	63,103	49,743	55,920	72,695	83,835	65,864	14,292	107
3 - 5 years	59,140	46,468	54,211	65,860	84,072	61,540	12,267	50
Less than 3 years	54,495	44,506	46,757	60,498	64,561	54,745	8,830	50
All years	61,577	47,887	54,412	72,152	85,778	64,477	14,595	446
Associate professor								
6 or more years	46,763	38,412	42,925	51,600	57,407	47,588	7,280	127
3 - 5 years	47,500	38,100	42,503	51,205	56,100	47,100	6,758	57
Less than 3 years	42,811	38,505	40,212	47,500	51,500	44,048	5,212	77
All years	45,620	38,498	41,532	50,300	54,950	46,437	6,774	261
Assistant professor								
3 or more years	38,900	33,723	36,130	40,633	43,340	38,498	4,877	105
Less than 3 years	36,456	32,748	34,281	38,840	42,000	36,941	4,334	112
All years	37,923	33,005	35,379	40,000	43,000	37,694	4,660	217
All ranks: All years	49,265	36,360	40,720	61,413	74,964	53,024	15,868	928
WEST NORTH CENTRAL (22 departments)								
Full professor								
12 or more years	60,465	46,079	51,849	69,890	83,500	62,571	14,433	118
6 - 11 years	55,776	43,500	47,916	63,707	73,150	57,046	11,331	41
3 - 5 years	61,341	43,024	48,587	75,500	82,885	62,210	15,244	15
Less than 3 years	50,950	43,335	46,329	54,760	61,370	51,182	7,410	23
All years	58,350	44,532	49,425	67,500	80,700	60,064	13,733	197
Associate professor								
6 or more years	48,126	38,070	43,560	50,316	53,018	47,093	6,403	37
3 - 5 years	43,200	37,800	41,727	48,596	50,425	44,593	5,349	25
Less than 3 years	40,700	34,066	36,650	43,746	46,571	40,537	4,946	35
All years	43,593	35,871	39,920	48,596	51,874	44,040	6,254	98
Assistant professor								
3 or more years	37,000	33,666	34,780	39,693	40,950	37,178	2,923	48
Less than 3 years	35,449	30,850	33,008	37,000	38,650	35,237	3,391	52
All years	36,120	32,000	34,044	38,400	40,070	36,176	3,291	101
All ranks: All years	46,623	34,800	38,035	58,450	70,000	50,006	14,633	396
SOUTH ATLANTIC (45 departments)								
Full professor								
12 or more years	65,000	47,690	54,446	76,100	88,000	66,777	16,117	215
6 - 11 years	59,267	46,797	51,266	65,648	77,072	61,276	13,357	118
3 - 5 years	56,372	43,284	49,000	66,892	79,860	59,124	14,213	60
Less than 3 years	52,740	44,000	47,139	59,857	64,000	53,747	10,503	68
All years	60,000	46,142	50,810	71,150	82,000	62,429	15,137	463
Associate professor								
6 or more years	44,257	35,092	40,175	48,042	51,960	44,061	6,719	168
3 - 5 years	46,000	37,265	41,000	48,895	52,800	44,990	5,887	45
Less than 3 years	42,179	36,035	40,000	46,000	49,951	42,984	5,566	75
All years	44,000	35,445	40,000	47,535	51,960	43,960	6,300	291
Assistant professor								
3 or more years	37,200	31,400	33,538	40,000	42,426	37,671	6,002	103
Less than 3 years	37,310	33,000	35,525	39,800	43,000	37,663	4,289	77
All years	37,200	31,951	34,449	39,975	42,878	37,668	5,324	180
All ranks: All years	47,762	35,665	40,400	60,000	74,000	51,731	15,730	941

TABLE 5 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST SOUTH CENTRAL (16 departments)								
Full professor								
12 or more years	61,000	49,216	54,500	70,300	88,000	65,144	16,047	55
6 - 11 years	54,783	43,040	47,383	62,104	66,708	55,038	9,464	37
3 - 5 years	53,627	44,137	49,994	64,680	77,000	59,030	14,239	27
Less than 3 years	48,474	41,246	43,313	54,435	69,590	53,070	19,101	20
All years	56,142	43,800	49,320	64,680	79,600	59,529	15,383	139
Associate professor								
6 or more years	40,740	35,520	36,486	44,963	49,050	41,814	7,031	31
3 - 5 years	41,351	35,410	37,850	44,300	49,749	42,600	6,783	21
Less than 3 years	40,234	37,402	38,988	43,110	46,528	40,898	3,502	20
All years	40,709	35,520	37,713	44,003	48,369	41,789	6,128	72
Assistant professor								
3 or more years	35,009	32,342	33,311	39,513	42,750	36,521	4,162	36
Less than 3 years	34,283	31,045	32,844	38,375	41,600	35,720	5,349	40
All years	34,675	31,680	33,028	39,263	41,700	36,099	4,809	76
All ranks: All years	44,137	33,538	37,500	56,150	66,708	48,796	15,497	289
WEST SOUTH CENTRAL (23 departments)								
Full professor								
12 or more years	57,618	44,700	49,502	69,989	77,770	59,947	13,568	96
6 - 11 years	57,578	44,440	50,427	66,737	75,746	59,753	12,531	49
3 - 5 years	57,194	42,822	53,099	63,019	69,689	56,538	8,762	29
Less than 3 years	47,823	40,716	43,000	52,394	61,300	48,694	7,524	22
All years	55,639	43,758	48,993	65,313	74,000	58,131	12,576	196
Associate professor								
6 or more years	39,784	33,000	36,261	45,225	51,400	40,801	6,892	67
3 - 5 years	41,946	37,241	39,321	45,600	47,300	42,648	4,712	30
Less than 3 years	41,040	35,991	40,000	44,200	54,000	43,861	9,919	27
All years	41,049	34,176	37,329	45,113	49,500	41,914	7,291	124
Assistant professor								
3 or more years	36,110	32,212	33,435	37,998	40,500	36,064	3,042	61
Less than 3 years	35,356	32,000	33,716	37,150	40,000	35,676	3,374	75
All years	35,805	32,000	33,531	37,959	40,000	35,850	3,223	136
All ranks: All years	42,792	33,716	36,700	54,431	67,417	47,019	13,519	458
MOUNTAIN (21 departments)								
Full professor								
12 or more years	60,945	46,032	54,224	72,150	79,791	62,856	13,182	93
6 - 11 years	54,747	43,272	50,460	64,221	69,000	56,909	9,517	35
3 - 5 years	55,600	39,595	48,540	63,474	70,720	56,658	12,651	31
Less than 3 years	49,020	37,301	47,006	52,785	53,988	49,047	7,230	13
All years	58,998	43,376	50,732	66,725	75,621	59,391	12,525	179
Associate professor								
6 or more years	42,857	36,388	39,018	47,747	50,092	43,079	5,557	30
3 - 5 years	40,799	36,740	37,541	49,329	56,062	43,621	7,507	16
Less than 3 years	41,000	36,294	38,307	46,953	50,000	42,699	6,077	35
All years	41,110	36,333	38,307	47,537	50,914	42,971	6,109	82
Assistant professor								
3 or more years	37,568	33,175	35,603	42,000	46,388	39,502	8,986	43
Less than 3 years	35,327	32,000	34,000	38,241	43,000	36,416	4,010	46
All years	36,050	32,500	34,584	39,500	43,500	37,907	7,012	89
All ranks: All years	47,006	35,146	38,141	59,032	69,898	49,757	14,049	357

TABLE 5 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments of Psychology by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
PACIFIC (36 departments)								
Full professor								
12 or more years	74,992	57,636	60,960	88,000	98,400	76,342	17,884	156
6 - 11 years	62,521	45,456	55,323	69,300	78,300	62,830	11,683	78
3 - 5 years	55,838	45,900	52,932	60,960	77,800	59,553	12,163	46
Less than 3 years	50,750	41,292	46,470	59,076	71,500	54,712	16,878	40
All years	63,086	45,900	54,915	78,924	91,300	67,168	18,096	330
Associate professor								
6 or more years	47,956	37,728	43,650	52,650	56,000	49,331	13,189	52
3 - 5 years	45,243	40,156	42,900	48,650	64,576	48,029	10,481	36
Less than 3 years	45,755	37,275	41,904	49,350	58,507	47,404	11,369	66
All years	45,993	37,728	42,552	49,800	62,000	48,201	11,779	154
Assistant professor								
3 or more years	40,500	32,184	36,540	43,000	47,200	40,348	6,912	45
Less than 3 years	38,448	31,900	36,500	42,000	43,824	38,798	5,373	51
All years	39,000	31,900	36,520	42,370	47,000	39,524	6,158	96
All ranks: All years	52,626	37,400	43,100	67,432	84,500	57,328	18,901	592

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 6

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
In Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
ALL U.S. REGIONS (175 departments)								
Full professor								
12 or more years	64,673	48,683	56,139	76,650	88,926	67,184	15,550	1023
6 - 11 years	60,619	47,383	53,442	69,292	77,725	62,116	12,574	465
3 - 5 years	57,379	45,279	51,570	65,316	77,442	59,682	12,770	248
Less than 3 years	52,017	43,300	46,921	58,500	65,997	53,586	9,736	221
All years	60,960	46,729	53,056	72,087	83,800	63,476	14,663	1968
Associate professor								
6 or more years	45,588	36,113	40,760	50,496	56,423	46,153	8,001	529
3 - 5 years	43,859	37,582	40,837	48,895	54,550	45,291	6,690	209
Less than 3 years	42,080	36,975	39,461	46,333	51,300	43,329	6,019	303
All years	44,181	36,765	40,061	49,011	54,809	45,147	7,308	1043
Assistant professor								
3 or more years	37,600	32,445	34,711	40,128	42,755	37,836	5,352	407
Less than 3 years	36,000	31,902	34,000	38,346	41,725	36,398	4,124	412
All years	36,611	32,166	34,146	39,500	42,194	37,113	4,822	820
All years	49,100	35,520	40,040	61,992	75,100	52,721	16,059	3857
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	67,754	58,009	62,600	77,801	89,197	70,927	12,478	62
6 - 11 years	58,692	54,539	56,509	67,021	75,221	62,760	9,062	27
3 - 5 years	57,071	54,884	55,000	64,881	78,010	61,552	10,997	14
Less than 3 years	54,280	43,425	50,384	55,950	63,832	53,489	7,433	13
All years	63,716	54,200	56,995	72,006	84,420	65,940	12,500	116
Associate professor								
6 or more years	49,339	42,220	44,852	53,324	60,474	49,900	7,316	29
3 - 5 years	41,690	38,560	39,457	43,820	46,729	42,003	3,229	15
Less than 3 years								9
All years	45,925	39,457	42,100	51,919	57,847	47,300	7,347	53
Assistant professor								
3 or more years								8
Less than 3 years	35,340	31,050	33,600	39,999	41,999	36,359	4,314	17
All years	38,857	33,000	34,155	41,999	44,331	38,236	4,782	25
All ranks: All years	55,445	39,440	44,501	65,139	77,801	56,972	15,320	197
MID ATLANTIC (21 departments)								
Full professor								
12 or more years	73,296	60,396	67,594	85,714	97,633	76,912	14,368	116
6 - 11 years	69,323	56,391	62,161	76,608	84,177	69,703	10,567	53
3 - 5 years	69,323	55,691	63,000	72,874	76,232	69,032	13,122	31
Less than 3 years	64,999	50,437	55,620	72,180	75,000	64,814	12,154	26
All years	72,000	55,663	62,171	80,194	92,213	72,739	13,729	229
Associate professor								
6 or more years	55,116	46,692	49,347	59,070	65,093	54,842	6,844	80
3 - 5 years	49,920	40,170	47,620	56,516	60,788	51,017	6,302	19
Less than 3 years	45,190	39,312	41,876	49,476	58,156	46,373	6,727	38
All years	52,000	41,915	46,333	57,687	61,315	51,963	7,649	137
Assistant professor								
3 or more years	38,600	34,700	36,374	41,600	44,184	39,058	3,929	33
Less than 3 years	36,828	31,400	35,000	39,010	42,500	37,389	4,039	29
All years	38,441	32,970	35,739	40,210	42,653	38,278	4,036	62
All ranks: All years	59,869	38,701	47,344	72,903	83,963	61,021	17,276	429

TABLE 6 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST NORTH CENTRAL (31 departments)								
Full professor								
12 or more years	63,750	49,170	55,852	74,964	88,131	66,244	14,824	227
6 - 11 years	61,624	49,608	55,432	71,000	83,835	65,122	14,294	97
3 - 5 years	58,984	46,476	53,829	65,260	73,217	60,566	11,641	43
Less than 3 years	54,500	44,560	47,552	60,471	63,664	54,398	7,405	44
All years	61,206	47,952	54,372	71,205	85,200	64,078	14,246	412
Associate professor								
6 or more years	47,289	38,196	42,883	51,826	57,407	47,713	7,331	108
3 - 5 years	47,520	38,550	42,482	51,040	55,618	46,901	6,543	50
Less than 3 years	42,280	38,376	39,871	47,500	52,182	43,883	5,464	66
All years	45,882	38,376	41,315	50,398	54,950	46,403	6,831	224
Assistant professor								
3 or more years	38,838	33,408	36,081	40,623	43,800	38,448	5,040	89
Less than 3 years	36,306	32,500	34,254	38,939	42,000	36,803	4,524	94
All years	37,764	33,000	34,956	40,000	42,755	37,603	4,839	183
All ranks: All years	49,940	36,360	41,000	62,036	74,500	53,251	15,710	823
WEST NORTH CENTRAL (20 departments)								
Full professor								
12 or more years	60,620	46,079	51,385	69,890	83,500	62,568	14,795	107
6 - 11 years	55,388	43,200	47,801	64,000	75,590	57,039	11,701	38
3 - 5 years	62,596	43,024	48,587	75,500	82,885	62,946	15,540	14
Less than 3 years	52,000	41,195	47,419	55,609	62,895	51,890	7,680	20
All years	58,350	44,478	49,401	68,106	80,845	60,231	14,021	179
Associate professor								
6 or more years	47,550	38,070	43,036	49,648	51,874	46,414	6,395	33
3 - 5 years	43,413	37,800	41,751	48,627	50,425	44,774	5,562	22
Less than 3 years	40,700	34,066	36,650	43,746	46,571	40,537	4,946	35
All years	43,500	35,871	39,524	48,310	50,425	43,686	6,167	91
Assistant professor								
3 or more years	37,008	33,739	34,732	39,710	40,897	37,196	2,912	42
Less than 3 years	35,000	30,720	32,770	36,988	39,300	35,086	3,476	48
All years	36,090	31,673	34,000	38,421	40,070	36,080	3,360	91
All ranks: All years	46,515	34,660	38,000	58,400	70,000	49,972	14,854	361
SOUTH ATLANTIC (34 departments)								
Full professor								
12 or more years	63,545	47,690	54,174	74,092	90,100	66,080	16,125	178
6 - 11 years	57,800	46,089	51,000	65,000	76,700	60,424	13,692	98
3 - 5 years	54,617	42,752	48,464	65,332	78,000	57,739	14,468	46
Less than 3 years	49,500	44,005	46,816	55,500	60,000	51,538	8,013	53
All years	58,000	46,000	49,745	69,121	80,917	61,524	15,228	375
Associate professor								
6 or more years	44,035	35,000	40,000	46,500	50,400	43,312	5,900	146
3 - 5 years	43,028	35,532	39,721	47,102	54,000	44,151	6,087	37
Less than 3 years	41,000	34,929	38,500	44,560	48,900	41,652	4,856	56
All years	43,379	35,166	39,739	46,100	50,282	43,053	5,741	239
Assistant professor								
3 or more years	36,400	31,400	33,444	39,520	41,870	37,170	6,055	85
Less than 3 years	36,553	32,000	35,000	38,500	43,000	37,260	4,295	58
All years	36,500	31,902	33,910	39,520	42,000	37,207	5,394	143
All ranks: All years	47,081	35,209	40,000	58,200	72,822	50,972	15,570	762

TABLE 6 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
In Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST SOUTH CENTRAL (11 departments)								
Full professor								
12 or more years	58,844	46,813	51,959	62,759	79,311	60,438	13,419	40
6 - 11 years	55,022	45,690	48,352	62,154	66,708	55,588	9,044	32
3 - 5 years	52,119	44,137	49,005	53,627	59,808	52,016	5,353	17
Less than 3 years	47,997	41,491	43,479	54,422	57,726	50,016	9,603	17
All years	54,401	43,800	48,950	60,363	66,708	55,952	11,197	106
Associate professor								
6 or more years	39,957	35,520	36,368	42,095	45,900	40,294	5,141	24
3 - 5 years	40,482	36,765	37,486	43,859	44,300	40,842	4,161	11
Less than 3 years	40,385	38,220	39,302	42,719	46,752	41,374	3,134	17
All years	40,234	36,113	37,713	42,727	46,304	40,763	4,316	52
Assistant professor								
3 or more years	34,560	32,342	33,055	36,994	39,276	35,079	2,394	27
Less than 3 years	34,206	31,294	32,844	36,566	39,780	35,481	4,935	32
All years	34,470	31,680	33,000	36,566	39,780	35,297	3,953	59
All ranks: All years	43,640	33,579	36,963	54,422	62,104	46,696	12,472	217
WEST SOUTH CENTRAL (17 departments)								
Full professor								
12 or more years	55,639	44,647	48,743	66,350	76,958	58,565	13,029	80
6 - 11 years	57,038	44,440	49,967	64,053	72,472	57,324	9,651	41
3 - 5 years	55,191	42,822	51,500	58,833	69,689	55,482	8,597	26
Less than 3 years	46,551	39,690	41,341	49,500	63,150	47,231	7,384	18
All years	54,742	43,497	48,383	63,650	71,634	56,534	11,543	165
Associate professor								
6 or more years	38,850	32,400	35,900	41,976	46,100	39,157	5,808	53
3 - 5 years	42,042	37,500	39,321	47,200	47,300	43,089	5,021	23
Less than 3 years	40,909	35,991	40,096	42,999	44,776	41,989	7,375	21
All years	40,338	34,098	36,919	42,999	47,300	40,703	6,199	97
Assistant professor								
3 or more years	35,874	32,166	33,000	37,600	39,700	35,766	2,955	53
Less than 3 years	34,505	31,725	33,081	36,266	38,244	35,027	3,271	61
All years	34,839	32,000	33,000	37,000	39,600	35,371	3,136	114
All ranks: All years	42,042	33,081	36,266	53,100	64,626	46,007	12,702	377
MOUNTAIN (16 departments)								
Full professor								
12 or more years	60,649	45,300	54,144	71,256	79,791	62,309	13,208	86
6 - 11 years	54,747	46,450	50,460	64,418	69,000	57,375	9,730	31
3 - 5 years	56,015	39,595	48,540	63,474	82,156	56,993	13,086	26
Less than 3 years	49,020	37,301	45,900	52,785	53,062	48,648	7,751	11
All years	59,032	43,431	50,688	66,500	75,621	59,340	12,576	161
Associate professor								
6 or more years	42,857	36,388	39,018	47,747	50,092	43,079	5,557	30
3 - 5 years	40,799	36,740	37,541	49,329	56,062	43,621	7,507	16
Less than 3 years	41,000	36,294	38,307	46,134	49,680	42,318	5,563	31
All years	41,110	36,294	38,307	47,000	50,914	42,834	5,927	78
Assistant professor								
3 or more years	37,568	32,676	35,568	42,000	47,215	39,600	9,362	39
Less than 3 years	35,327	32,000	33,750	38,120	41,000	36,308	3,966	44
All years	36,000	32,500	34,500	39,500	43,500	37,855	7,183	83
All ranks: All years	46,525	35,026	38,099	59,015	69,206	49,492	14,041	328

TABLE 6 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
PACIFIC (18 departments)								
Full professor								
12 or more years	72,200	59,128	60,960	84,600	91,300	74,442	15,090	127
6 - 11 years	66,400	52,597	60,700	72,335	78,300	66,281	9,700	48
3 - 5 years	56,000	50,063	53,700	60,960	82,887	59,654	11,467	31
Less than 3 years	55,200	43,300	47,178	63,100	68,000	55,974	9,916	19
All years	65,500	51,427	59,415	79,088	88,926	69,104	14,771	225
Associate professor								
6 or more years	48,105	35,500	43,300	51,300	55,452	47,605	7,964	26
3 - 5 years	45,593	41,904	42,753	48,650	64,576	47,781	9,494	16
Less than 3 years	45,996	38,843	42,687	49,700	52,326	46,408	6,106	30
All years	46,248	38,665	42,820	49,750	55,128	47,145	7,550	72
Assistant professor								
3 or more years	40,500	34,922	38,008	41,800	45,000	40,054	3,988	31
Less than 3 years	37,791	35,856	37,008	40,500	43,000	38,603	2,584	29
All years	38,800	35,210	37,400	41,003	43,620	39,353	3,434	60
All ranks: All years	57,665	38,208	43,824	70,322	84,600	59,296	17,654	363

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 7

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
ALL U.S. REGIONS (88 departments)								
Full professor								
12 or more years	74,005	51,715	60,970	84,627	99,500	74,882	19,088	248
6 - 11 years	65,000	48,751	56,500	73,148	85,078	66,229	14,588	140
3 - 5 years	61,139	48,753	55,445	72,297	85,778	64,646	15,114	96
Less than 3 years	55,038	43,788	47,875	63,950	83,439	59,874	18,164	84
All years	65,525	47,040	55,600	78,000	94,278	68,278	18,225	589
Associate professor								
6 or more years	49,288	35,665	44,000	55,625	61,058	49,932	10,492	178
3 - 5 years	46,225	38,663	42,127	52,600	60,000	48,091	9,866	102
Less than 3 years	45,030	37,275	41,600	48,666	54,912	46,652	9,664	121
All years	47,061	37,525	42,626	53,019	60,500	48,465	10,126	404
Assistant professor								
3 or more years	40,150	34,249	36,650	43,750	46,500	40,571	5,809	150
Less than 3 years	38,737	33,374	36,520	41,695	43,700	38,780	4,712	148
All years	39,600	33,851	36,540	42,640	45,750	39,681	5,359	298
All ranks: All years	50,274	36,810	41,984	64,900	81,700	55,313	18,409	1306
NEW ENGLAND (13 departments)								
Full professor								
12 or more years	77,650	59,240	70,625	91,600	100,325	79,961	14,417	41
6 - 11 years	66,500	55,297	58,700	74,350	103,700	70,451	15,428	19
3 - 5 years	58,732	51,200	53,375	60,777	96,300	63,997	18,014	11
Less than 3 years	61,200	51,275	52,025	76,050	92,000	67,982	18,507	11
All years	72,250	55,170	59,500	84,080	100,325	74,009	16,653	82
Associate professor								
6 or more years	50,725	38,814	43,888	57,568	63,580	50,662	9,516	32
3 - 5 years	49,000	41,000	45,800	58,500	78,000	53,491	13,186	14
Less than 3 years	45,590	39,673	41,600	48,500	49,000	44,834	4,072	14
All years	48,650	39,244	43,488	54,601	63,365	49,962	9,950	60
Assistant professor								
3 or more years	42,575	36,006	39,000	43,900	45,725	41,830	4,036	30
Less than 3 years	40,000	33,900	38,050	42,500	45,400	39,798	4,524	25
All years	41,000	35,583	38,200	43,750	45,700	40,907	4,346	55
All ranks: All years	51,500	38,200	42,700	67,350	89,800	57,330	18,948	198
MID ATLANTIC (21 departments)								
Full professor								
12 or more years	74,095	50,000	61,000	84,600	96,600	74,343	20,217	81
6 - 11 years	68,895	60,018	63,100	77,800	92,000	72,071	13,108	41
3 - 5 years	63,416	53,928	58,200	70,300	90,305	67,157	16,009	30
Less than 3 years	61,250	49,289	54,585	70,300	83,439	63,974	12,563	19
All years	67,296	54,045	60,009	81,826	95,000	71,123	17,233	180
Associate professor								
6 or more years	52,564	34,975	46,516	58,295	63,000	51,323	9,573	54
3 - 5 years	46,759	39,300	44,155	52,600	58,100	48,415	9,468	33
Less than 3 years	44,995	37,900	43,852	49,160	57,650	46,227	6,262	28
All years	48,612	37,900	43,967	55,157	60,600	49,248	9,030	115
Assistant professor								
3 or more years	40,684	34,710	36,920	44,675	47,645	41,495	5,901	45
Less than 3 years	39,260	35,400	36,800	41,689	43,500	39,171	3,706	36
All years	39,823	34,710	36,920	43,255	46,000	40,462	5,149	81
All ranks: All years	55,224	37,900	43,768	67,000	83,885	57,686	18,627	378

TABLE 7 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST NORTH CENTRAL (7 departments)								
Full professor								
12 or more years	65,800	51,600	52,991	95,600	98,700	73,617	22,375	11
6 - 11 years	70,900	56,793	64,100	83,479	90,000	73,057	12,773	10
3 - 5 years								7
Less than 3 years								6
All years	67,151	46,203	54,500	83,479	95,600	69,316	17,853	34
Associate professor								
6 or more years	45,500	40,100	43,000	51,000	60,600	46,879	7,130	19
3 - 5 years								7
Less than 3 years	44,050	42,200	42,297	48,000	48,360	45,039	3,337	11
All years	45,220	40,100	43,000	49,300	55,500	46,643	6,507	37
Assistant professor								
3 or more years	39,750	34,378	36,678	41,284	43,340	38,772	3,977	16
Less than 3 years	37,350	33,411	36,000	38,400	43,000	37,661	3,171	18
All years	38,150	34,378	36,130	40,000	43,000	38,184	3,562	34
All ranks: All years	45,000	36,300	39,900	57,500	77,700	51,246	17,026	105
WEST NORTH CENTRAL (2 departments) (Insufficient Ns of faculty for analysis)								
SOUTH ATLANTIC (11 departments)								
Full professor								
12 or more years	71,385	45,872	60,939	81,460	86,200	70,128	15,868	37
6 - 11 years	64,714	49,130	60,953	73,735	77,536	65,449	10,928	20
3 - 5 years	59,919	49,308	58,300	72,094	81,400	63,674	12,773	14
Less than 3 years	61,000	39,673	58,315	64,000	67,240	61,552	14,343	15
All years	64,714	48,444	59,203	75,500	84,350	66,288	14,190	88
Associate professor								
6 or more years	50,100	35,129	43,576	54,441	57,168	49,035	9,424	22
3 - 5 years								8
Less than 3 years	46,000	41,046	42,400	50,460	54,912	46,912	5,789	19
All years	47,667	41,046	44,482	51,980	55,387	48,131	7,094	52
Assistant professor								
3 or more years	39,975	30,839	37,200	43,800	46,020	40,036	5,276	18
Less than 3 years	38,500	34,650	37,500	39,900	43,000	38,894	4,139	19
All years	39,600	34,650	37,500	41,431	44,681	39,449	4,695	37
All ranks: All years	51,761	37,500	42,300	65,000	77,500	54,961	16,039	179
EAST SOUTH CENTRAL (5 departments) (Insufficient Ns of faculty for analysis)								
WEST SOUTH CENTRAL (6 departments) (Insufficient Ns of faculty for analysis)								
MOUNTAIN (5 departments) (Insufficient Ns of faculty for analysis)								

TABLE 7 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
PACIFIC (18 departments)								
Full professor								
12 or more years	83,250	48,511	61,049	105,450	118,000	84,662	25,649	29
6 - 11 years	56,081	42,298	48,040	65,000	70,784	57,308	12,596	30
3 - 5 years	54,107	44,500	46,920	75,850	77,500	59,344	13,917	15
Less than 3 years	47,040	38,000	43,788	51,959	75,000	53,571	21,544	21
All years	54,915	40,000	46,920	75,000	97,500	63,019	23,248	105
Associate professor								
6 or more years	47,956	37,728	44,000	54,000	67,500	51,057	16,888	26
3 - 5 years	44,708	38,942	42,961	50,306	67,208	48,228	11,450	20
Less than 3 years	45,047	35,934	39,944	49,175	70,058	48,235	14,408	36
All years	45,755	37,275	41,910	50,512	67,500	49,128	14,499	82
Assistant professor								
3 or more years	39,390	30,041	32,495	45,800	61,360	40,998	11,151	14
Less than 3 years	41,625	28,750	31,900	43,604	48,834	39,054	7,727	22
All years	41,625	28,750	32,198	44,785	48,900	39,810	9,107	36
All ranks: All years	47,956	36,053	42,054	60,077	82,422	54,203	20,377	229

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 8
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

	Median	Percentiles 10%	25%	75%	90%	Mean	S.D.	N
PSYCHOLOGY (174 departments)								
Full professor								
12 or more years	67,192	49,200	58,056	80,194	93,296	69,708	17,010	1024
6 - 11 years	62,188	48,522	55,221	71,310	81,700	63,915	13,314	502
3 - 5 years	59,300	46,084	53,099	69,323	82,000	61,863	13,824	281
Less than 3 years	53,733	43,425	47,217	61,200	68,000	55,439	12,423	233
All years	62,710	47,277	54,422	74,246	88,000	65,587	15,968	2043
Associate professor								
6 or more years	46,070	35,760	40,781	51,600	57,908	46,624	8,399	539
3 - 5 years	46,078	37,850	41,408	49,930	56,695	46,716	7,612	216
Less than 3 years	43,746	37,325	40,338	47,537	52,000	44,336	6,399	303
All years	45,161	36,750	40,818	50,000	56,000	45,988	7,777	1058
Assistant professor								
3 or more years	38,400	32,970	35,400	40,908	43,750	38,317	4,613	433
Less than 3 years	36,980	32,000	34,500	39,500	42,400	37,054	4,147	427
All years	37,500	32,298	34,783	40,205	43,000	37,690	4,430	860
All ranks: All years	50,043	36,000	40,700	63,711	78,487	54,149	17,231	3992
EDUCATIONAL/COUNSELING/SCHOOL PSYCHOLOGY (52 departments)								
Full professor								
12 or more years	60,180	48,004	54,358	72,099	81,250	63,144	12,640	201
6 - 11 years	57,104	45,916	49,425	65,525	75,884	58,588	10,955	54
3 - 5 years	57,584	42,830	51,896	63,067	69,756	57,593	11,144	30
Less than 3 years	51,255	42,084	46,921	56,650	65,997	52,975	9,231	35
All years	58,753	46,614	51,509	68,409	77,482	60,753	12,213	339
Associate professor								
6 or more years	47,277	38,498	43,976	53,598	59,961	48,558	8,241	109
3 - 5 years	42,503	37,800	38,651	48,596	56,062	44,705	8,432	47
Less than 3 years	40,920	36,294	38,240	46,667	52,645	42,707	6,086	64
All years	45,172	37,000	40,000	49,542	56,423	45,990	8,050	225
Assistant professor								
3 or more years	36,908	32,480	34,096	40,742	45,750	39,135	8,818	76
Less than 3 years	35,106	32,000	33,500	37,310	42,144	36,254	4,478	98
All years	35,892	32,342	33,666	39,700	44,000	37,509	6,837	175
All ranks: All years	48,002	35,000	39,700	59,000	71,310	50,691	13,922	742

(continued)

TABLE 8 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments
by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
HUMAN DEVELOPMENT (10 departments)								
Full professor								
12 or more years	72,254	57,587	64,475	78,499	97,240	73,488	14,221	24
6 - 11 years	63,700	52,597	59,126	74,350	79,812	66,670	10,937	22
3 - 5 years	56,144	50,221	54,357	64,620	70,128	58,830	6,824	15
Less than 3 years	52,500	49,289	49,392	63,558	74,166	57,370	11,653	11
All years	63,991	51,444	54,617	73,800	80,883	65,889	13,065	72
Associate professor								
6 or more years	49,500	40,000	45,329	54,080	60,725	49,940	7,335	25
3 - 5 years	43,848	39,528	42,000	46,080	47,300	43,842	3,378	17
Less than 3 years	42,149	39,000	39,492	43,544	43,936	41,664	2,317	14
All years	44,946	39,492	41,325	49,275	54,201	46,020	6,430	56
Assistant professor								
3 or more years	39,600	35,419	37,104	41,500	42,244	39,376	3,031	23
Less than 3 years	38,500	34,524	36,000	42,100	42,628	39,810	5,790	11
All years	39,182	35,244	37,104	41,500	42,628	39,516	4,041	34
All ranks: All years	49,974	38,044	41,600	63,468	74,166	53,485	14,904	162
PROFESSIONAL SCHOOL (19 schools)								
Full professor								
12 or more years	59,753	44,439	48,327	80,929	94,278	64,124	21,375	18
6 - 11 years	49,600	40,900	45,447	57,120	63,142	51,800	9,980	24
3 - 5 years	53,143	38,446	44,990	59,233	76,684	56,158	18,602	15
Less than 3 years	50,307	38,000	45,900	62,948	70,300	56,124	20,742	25
All years	50,153	38,000	44,927	59,997	76,684	55,113	17,841	92
Associate professor								
6 or more years	45,942	35,900	39,500	51,825	54,000	45,481	9,321	31
3 - 5 years	43,743	34,000	38,514	49,968	56,516	44,953	9,933	24
Less than 3 years	42,691	36,000	37,900	45,609	48,360	42,685	6,057	35
All years	42,996	35,717	38,731	47,380	53,627	44,253	8,392	90
Assistant professor								
3 or more years	36,125	31,021	32,652	43,006	47,317	37,968	7,156	20
Less than 3 years	37,000	28,507	33,900	43,604	50,062	39,098	7,343	19
All years	36,540	30,041	33,900	43,604	48,834	38,518	7,174	39
All ranks: All years	44,927	34,298	38,000	52,000	62,165	47,453	14,709	224

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree. "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar types of units. All salaries are for 9-10 months. No statistics are provided where the N is less than 10. Statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 9

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Departments by Type of Department and Years Since Doctorate

	Median	10%	25%	75%	90%	Mean	S.D.	N
PSYCHOLOGY (173 departments)								
35 years or more	73,750	48,410	59,343	89,244	100,167	74,875	20,438	220
30-34 years	64,311	43,600	52,771	77,797	88,800	65,822	18,020	336
25-29 years	61,328	43,466	51,715	73,217	85,550	63,532	16,643	590
20-24 years	57,006	42,266	48,624	67,007	78,520	59,160	15,156	641
17-19 years	55,676	40,995	47,997	64,552	74,024	57,127	13,381	383
14-16 years	51,031	40,008	44,789	61,300	71,400	54,107	13,174	314
11-13 years	46,740	38,719	42,080	53,500	62,171	48,859	9,802	341
8-10 years	42,300	35,871	38,400	47,215	53,627	43,665	7,661	319
6-7 years	39,950	33,538	36,374	42,999	47,760	40,315	5,656	226
4-5 years	38,008	32,688	35,392	40,440	42,750	37,894	4,386	231
2-3 years	36,254	32,130	34,200	38,645	40,700	36,347	3,968	211
0-1 year	36,400	31,000	33,145	38,500	40,000	35,959	3,895	144
EDUCATIONAL/COUNSELING/SCHOOL (53 departments)								
35 years or more	74,969	57,636	68,409	83,963	86,559	73,984	12,885	21
30-34 years	60,275	45,192	53,598	74,095	83,518	63,309	15,855	58
25-29 years	58,703	45,362	51,090	66,500	74,533	59,501	11,667	130
20-24 years	54,358	44,181	47,358	60,427	67,464	54,976	9,581	127
17-19 years	50,000	40,806	46,850	57,960	65,997	52,852	11,713	57
14-16 years	51,885	41,619	45,307	57,880	61,556	51,967	9,361	50
11-13 years	43,088	37,000	38,962	49,075	54,950	44,938	7,914	52
8-10 years	40,900	34,396	37,382	45,172	48,600	41,323	5,549	62
6-7 years	39,027	34,598	36,992	42,085	47,000	40,114	4,915	41
4-5 years	37,719	32,676	35,209	40,659	44,750	38,272	4,417	41
2-3 years	35,242	32,445	33,700	38,100	43,000	36,429	3,729	55
0-1 year	35,000	31,902	32,958	35,739	37,000	34,702	2,773	39
HUMAN DEVELOPMENT (10 departments) (Insufficient Ns of faculty for analysis)								
PROFESSIONAL SCHOOL (23 schools)								
35 years or more								9
30-34 years	55,670	43,856	45,446	60,939	73,345	56,483	11,414	10
25-29 years	48,327	39,500	45,448	52,771	80,194	54,193	17,469	21
20-24 years	49,254	36,227	40,112	53,806	63,071	51,709	18,263	40
17-19 years	44,541	36,260	39,000	53,606	61,171	48,943	17,594	28
14-16 years	44,681	35,900	39,900	52,000	62,978	47,358	10,879	35
11-13 years	42,847	36,000	37,728	51,825	62,165	46,045	10,832	31
8-10 years	43,666	36,200	37,355	48,438	53,800	44,185	6,949	20
6-7 years	38,579	29,319	34,765	43,245	46,640	37,965	7,194	20
4-5 years	35,353	30,675	32,000	37,275	41,124	35,969	5,134	14
2-3 years	32,495	28,630	31,000	37,275	43,604	34,300	5,697	13
0-1 year								5
OTHER DEPARTMENTS (8 departments) (Insufficient Ns of faculty for analysis)								

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty in departments of psychology that award the doctorate. The category "Educational/Counseling/School" includes departments of educational psychology, counseling psychology, school psychology, and similar units. All salaries are for 9-10 months. No statistics are provided where the N is less than 10.

TABLE 10

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
ALL U.S. REGIONS (174 departments)								
Full professor								
12 or more years	67,192	49,200	58,056	80,194	93,296	69,708	17,010	1024
6 - 11 years	62,188	48,522	55,221	71,310	81,700	63,915	13,314	502
3 - 5 years	59,300	46,084	53,099	69,323	82,000	61,863	13,824	281
Less than 3 years	53,733	43,425	47,217	61,200	68,000	55,489	12,423	233
All years	62,710	47,277	54,422	74,246	88,000	65,587	15,968	2043
Associate professor								
6 or more years	46,070	35,760	40,781	51,600	57,908	46,624	8,399	539
3 - 5 years	46,078	37,850	41,408	49,930	56,695	46,716	7,612	216
Less than 3 years	43,746	37,325	40,338	47,537	52,000	44,336	6,399	303
All years	45,161	36,750	40,818	50,000	56,000	45,988	7,777	1058
Assistant professor								
3 or more years	38,400	32,970	35,400	40,908	43,750	38,317	4,613	433
Less than 3 years	36,980	32,000	34,500	39,500	42,400	37,052	4,148	427
All years	37,500	32,298	34,783	40,205	43,000	37,689	4,431	860
All years	50,043	36,000	40,700	63,711	78,487	54,149	17,231	3992
NEW ENGLAND (16 departments)								
Full professor								
12 or more years	71,567	58,009	63,385	81,983	94,000	73,845	13,668	97
6 - 11 years	62,668	55,221	57,205	69,255	84,080	66,001	12,775	42
3 - 5 years	57,357	51,200	55,000	63,866	89,334	62,628	14,221	25
Less than 3 years	54,491	44,610	51,275	61,200	66,010	58,695	15,569	21
All years	64,980	54,280	57,500	77,550	91,600	68,828	14,785	185
Associate professor								
6 or more years	48,965	39,446	44,274	53,400	58,239	48,685	7,844	50
3 - 5 years	42,270	38,560	41,000	47,500	54,600	45,695	8,409	27
Less than 3 years	46,175	40,086	41,840	49,200	55,463	46,470	6,068	20
All years	46,200	39,440	42,127	51,650	57,847	47,396	7,727	97
Assistant professor								
3 or more years	42,150	36,237	38,730	43,750	44,331	41,051	3,147	31
Less than 3 years	38,800	33,000	35,000	41,000	42,500	38,192	4,167	35
All years	39,999	34,000	37,100	42,500	44,000	39,535	3,965	66
All ranks: All years	54,570	38,800	43,000	66,251	81,983	57,064	17,217	352
MID ATLANTIC (25 departments)								
Full professor								
12 or more years	73,296	55,730	62,220	84,653	98,779	76,066	17,796	149
6 - 11 years	69,323	57,073	62,171	75,920	89,500	70,857	11,581	77
3 - 5 years	67,406	55,691	60,655	75,675	90,000	69,427	14,247	47
Less than 3 years	66,296	50,437	60,000	73,783	81,905	67,436	12,974	29
All years	71,310	56,400	62,171	80,225	95,000	72,868	15,640	305
Associate professor								
6 or more years	53,735	42,560	48,623	58,295	63,819	53,633	7,857	98
3 - 5 years	48,964	43,825	46,865	54,423	62,112	51,670	8,288	35
Less than 3 years	45,413	41,080	43,975	51,138	58,596	47,444	6,623	40
All years	51,251	42,104	46,300	57,687	61,058	51,805	8,042	173
Assistant professor								
3 or more years	39,382	34,700	36,866	42,653	46,667	40,282	5,155	62
Less than 3 years	38,782	31,400	36,225	41,689	43,500	38,597	4,245	48
All years	39,018	33,926	36,400	42,099	45,333	39,547	4,832	110
All ranks: All years	58,290	38,631	45,760	71,700	84,530	60,338	18,329	590

TABLE 10 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST NORTH CENTRAL (27 departments)								
Full professor								
12 or more years	65,971	50,000	57,500	79,356	91,524	69,083	15,743	187
6 - 11 years	64,022	51,264	55,939	72,821	84,500	66,770	14,580	94
3 - 5 years	61,000	46,476	53,829	66,648	84,744	62,462	12,818	43
Less than 3 years	54,500	45,424	47,500	60,498	64,885	55,379	8,840	43
All years	63,636	48,522	55,432	74,508	88,131	66,109	15,084	367
Associate professor								
6 or more years	46,882	38,168	43,000	51,576	57,968	47,634	7,484	110
3 - 5 years	47,648	39,591	43,356	51,205	54,550	47,347	6,143	42
Less than 3 years	43,000	38,893	40,523	47,500	51,200	44,121	5,162	71
All years	45,620	38,600	41,680	50,300	54,550	46,462	6,742	223
Assistant professor								
3 or more years	38,900	33,723	36,130	40,730	43,500	38,555	5,149	91
Less than 3 years	36,740	32,189	34,954	38,910	42,000	37,128	4,460	96
All years	37,998	33,000	35,754	40,200	43,340	37,823	4,848	187
All ranks: All years	49,509	36,360	40,730	63,103	76,704	53,620	16,575	779
WEST NORTH CENTRAL (13 departments)								
Full professor								
12 or more years	58,900	44,532	50,668	69,150	83,500	61,427	14,714	77
6 - 11 years	57,800	43,500	47,801	64,800	75,590	58,149	11,896	31
3 - 5 years	61,925	44,554	48,587	70,000	77,225	60,203	12,510	10
Less than 3 years	50,950	39,055	45,900	56,458	64,419	51,179	8,079	19
All years	58,300	43,500	49,000	67,300	80,449	59,175	13,540	137
Associate professor								
6 or more years	46,607	35,320	40,255	49,500	52,800	45,450	6,199	20
3 - 5 years	43,334	37,582	39,266	48,750	54,000	44,772	6,810	12
Less than 3 years	39,598	33,650	35,492	44,663	46,636	40,247	5,174	20
All years	43,653	34,660	37,832	47,675	51,106	43,293	6,346	52
Assistant professor								
3 or more years	37,250	33,793	34,914	39,855	40,950	37,470	3,003	32
Less than 3 years	35,575	30,720	32,540	37,500	38,500	35,053	3,148	35
All years	36,400	31,400	34,000	38,500	40,070	36,207	3,289	67
All ranks: All years	46,602	34,650	37,707	58,657	69,890	49,938	14,595	256
SOUTH ATLANTIC (33 departments)								
Full professor								
12 or more years	66,875	47,869	55,300	77,800	90,100	67,983	16,576	173
6 - 11 years	59,173	47,137	51,266	67,603	77,072	61,458	13,635	99
3 - 5 years	57,075	43,816	48,950	68,150	81,200	59,518	14,809	52
Less than 3 years	50,700	44,000	46,816	58,315	62,000	52,034	7,494	53
All years	60,000	46,142	51,000	72,302	83,392	62,860	15,567	377
Associate professor								
6 or more years	43,683	34,421	39,616	47,800	51,935	43,400	6,620	128
3 - 5 years	46,130	39,162	41,000	50,000	54,000	45,788	6,010	35
Less than 3 years	42,240	36,524	40,000	46,000	48,918	42,718	4,801	60
All years	43,600	35,129	40,000	47,535	51,935	43,591	6,141	223
Assistant professor								
3 or more years	36,650	30,839	33,500	39,950	41,870	36,918	4,428	79
Less than 3 years	37,450	33,420	35,900	39,900	42,755	37,524	3,607	63
All years	37,200	31,059	34,660	39,900	42,000	37,187	4,081	142
All ranks: All years	48,000	35,665	40,384	60,073	74,956	52,020	16,183	747

TABLE 10 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments
by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
EAST SOUTH CENTRAL (12 departments)								
Full professor								
12 or more years	61,832	48,036	54,500	71,600	88,500	66,159	16,691	49
6 - 11 years	55,418	43,040	47,383	62,204	66,708	55,550	9,682	34
3 - 5 years	53,527	44,137	50,508	64,705	77,000	59,274	14,875	24
Less than 3 years	48,474	41,491	43,313	54,789	81,453	54,605	21,109	16
All years	57,040	43,800	49,994	66,500	80,428	60,380	16,000	123
Associate professor								
6 or more years	38,980	35,309	36,113	42,080	51,500	40,854	7,784	23
3 - 5 years	41,351	35,150	37,486	45,000	58,500	42,963	7,518	17
Less than 3 years	40,234	37,243	38,988	42,554	46,304	40,605	3,326	16
All years	40,041	35,309	37,103	43,680	49,749	41,423	6,690	56
Assistant professor								
3 or more years	35,019	32,688	33,750	39,750	42,750	36,731	4,266	31
Less than 3 years	34,335	31,000	33,500	37,500	41,500	35,302	4,110	29
All years	34,895	32,296	33,509	39,263	41,600	36,040	4,218	60
All ranks: All years	44,550	33,945	37,500	57,979	68,422	49,726	16,350	241
WEST SOUTH CENTRAL (19 departments)								
Full professor								
12 or more years	58,022	44,647	48,993	70,540	78,998	60,344	14,021	80
6 - 11 years	58,978	44,440	49,900	68,341	75,746	59,975	13,116	42
3 - 5 years	57,346	43,100	51,500	63,019	69,480	56,279	8,791	22
Less than 3 years	47,823	40,388	44,281	53,022	62,225	49,027	7,682	20
All years	56,479	43,758	48,636	66,022	75,746	58,324	13,010	164
Associate professor								
6 or more years	39,771	33,000	36,261	45,225	51,500	41,035	6,864	57
3 - 5 years	41,783	37,513	39,673	45,925	47,628	42,997	5,131	20
Less than 3 years	41,055	36,129	40,048	45,768	61,980	44,984	11,263	20
All years	40,909	34,098	37,500	45,375	51,500	42,253	7,769	97
Assistant professor								
3 or more years	35,992	32,166	33,481	37,959	40,500	35,980	3,007	44
Less than 3 years	35,000	32,000	34,000	38,000	40,000	35,803	3,477	61
All years	35,810	32,000	33,956	37,998	40,000	35,877	3,275	105
All ranks: All years	43,599	33,960	36,715	54,812	69,480	47,552	13,903	368
MOUNTAIN (12 departments)								
Full professor								
12 or more years	61,739	44,242	53,364	73,161	82,685	62,781	14,040	78
6 - 11 years	56,401	43,000	52,132	65,152	71,876	57,907	9,877	28
3 - 5 years	58,195	39,595	50,149	66,500	82,156	58,561	13,478	23
Less than 3 years	48,607	36,603	45,900	50,732	58,723	48,052	7,999	10
All years	59,598	43,000	50,732	67,862	77,944	60,041	13,348	139
Associate professor								
6 or more years	42,005	38,141	40,008	46,230	48,775	42,494	5,337	21
3 - 5 years								9
Less than 3 years	42,387	36,333	40,801	47,537	50,000	43,516	6,006	22
All years	41,786	36,863	39,793	47,764	50,850	43,355	6,012	52
Assistant professor								
3 or more years	37,826	34,711	36,000	42,000	46,388	38,794	4,408	35
Less than 3 years	36,000	32,500	34,584	39,000	43,000	37,050	4,086	33
All years	37,470	32,924	35,485	39,965	43,500	37,947	4,313	68
All ranks: All years	47,376	35,568	38,307	60,500	71,876	50,435	14,534	266

TABLE 10 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	S.D.	N
PACIFIC (17 departments)								
Full professor								
12 or more years	78,924	60,000	60,960	89,800	102,100	78,420	17,814	134
6 - 11 years	66,400	55,323	60,700	73,500	81,500	66,635	10,687	55
3 - 5 years	57,665	50,063	53,959	72,200	82,887	61,839	12,112	35
Less than 3 years	56,650	44,969	50,967	63,310	75,000	58,838	12,898	22
All years	67,732	52,416	60,700	82,400	93,893	71,675	17,066	246
Associate professor								
6 or more years	47,956	39,700	44,200	51,550	56,000	48,905	8,872	32
3 - 5 years	45,700	41,904	42,953	49,000	64,576	48,686	9,189	19
Less than 3 years	46,598	37,800	43,100	49,800	53,352	47,040	6,566	34
All years	47,956	39,700	43,483	49,800	56,000	48,110	8,054	85
Assistant professor								
3 or more years	40,400	34,000	38,108	41,403	47,000	39,922	3,997	28
Less than 3 years	38,448	31,900	37,152	41,589	43,416	38,757	4,601	27
All years	39,200	34,000	37,400	41,589	43,416	39,350	4,304	55
All ranks: All years	60,077	38,800	45,900	74,024	88,926	61,491	19,509	393

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 11

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (117 departments)								
Full professor								
12 or more years	65,669	48,799	57,200	78,900	91,192	68,099	15,966	809
6 - 11 years	60,700	47,952	53,995	69,323	77,805	62,464	12,731	387
3 - 5 years	57,550	45,280	51,640	65,860	78,010	60,154	13,118	209
Less than 3 years	52,429	43,362	46,816	59,714	66,296	53,885	9,869	182
All years	61,362	46,774	53,500	72,608	84,672	64,063	15,017	1590
Associate professor								
6 or more years	45,121	35,900	40,185	50,510	57,407	45,880	8,136	415
3 - 5 years	45,590	37,831	41,000	49,700	54,790	45,937	6,962	151
Less than 3 years	42,400	37,012	40,000	47,163	52,000	43,818	6,278	235
All years	44,281	36,450	40,300	49,339	55,136	45,286	7,468	801
Assistant professor								
3 or more years	37,861	32,500	34,913	40,200	42,755	37,705	4,357	322
Less than 3 years	36,250	31,500	34,000	38,645	42,000	36,504	4,043	312
All years	36,961	32,089	34,400	39,600	42,426	37,114	4,245	634
All years	49,700	35,800	40,434	62,550	76,217	53,301	16,456	3048
NEW ENGLAND (7 departments)								
Full professor								
12 or more years	67,754	58,009	62,600	77,801	89,197	70,927	12,478	62
6 - 11 years	58,692	54,539	56,509	67,021	75,221	62,760	9,062	27
3 - 5 years	57,071	54,884	55,000	64,881	78,010	61,552	10,997	14
Less than 3 years	54,280	43,425	50,384	55,950	63,832	53,489	7,433	13
All years	63,716	54,200	56,995	72,006	84,420	65,940	12,500	116
Associate professor								
6 or more years	49,339	42,220	44,852	53,324	60,474	49,900	7,316	29
3 - 5 years	41,690	38,560	39,457	43,820	46,729	42,003	3,229	15
Less than 3 years								9
All years	45,925	39,457	42,100	51,919	57,847	47,300	7,347	53
Assistant professor								
3 or more years								8
Less than 3 years	35,340	31,050	33,600	39,999	41,999	36,359	4,314	17
All years	38,857	33,000	34,155	41,999	44,331	38,236	4,782	25
All ranks: All years	55,445	39,440	44,501	65,139	77,801	56,972	15,320	197
MID ATLANTIC (11 departments)								
Full professor								
12 or more years	73,296	62,168	62,171	83,963	97,666	76,423	14,556	83
6 - 11 years	69,323	55,512	62,127	73,926	84,328	68,932	10,029	39
3 - 5 years	69,323	57,006	63,900	73,042	78,209	70,927	13,619	25
Less than 3 years	68,000	50,437	61,311	73,783	91,905	68,013	12,939	17
All years	72,000	56,700	62,171	78,946	93,296	72,915	13,549	167
Associate professor								
6 or more years	55,443	46,965	50,270	59,064	63,698	54,879	6,454	60
3 - 5 years	52,000	48,712	48,843	57,687	60,788	53,068	4,995	13
Less than 3 years	45,743	41,915	43,374	55,669	59,035	48,588	6,869	24
All years	52,373	43,982	47,539	57,908	60,788	53,080	6,863	97
Assistant professor								
3 or more years	38,600	32,970	36,866	41,600	44,184	38,966	3,757	29
Less than 3 years	37,440	31,400	34,237	40,210	43,680	37,722	4,763	19
All years	38,480	32,200	36,320	41,263	43,680	38,473	4,180	48
All ranks: All years	60,555	39,073	48,733	72,797	81,308	61,450	17,003	312

TABLE 11 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (21 departments)								
Full professor								
12 or more years	65,986	50,000	57,864	78,927	91,220	68,800	15,279	176
6 - 11 years	62,747	50,418	55,406	72,548	84,500	66,021	14,669	84
3 - 5 years	60,385	46,476	52,973	65,820	84,744	61,478	12,301	36
Less than 3 years	55,776	45,424	48,555	60,444	64,236	55,070	7,145	37
All years	63,367	48,555	55,600	73,900	87,770	65,782	14,764	333
Associate professor								
6 or more years	47,119	38,140	42,932	51,576	57,435	47,683	7,496	94
3 - 5 years	47,755	39,501	43,305	51,205	55,136	47,339	6,244	39
Less than 3 years	42,606	38,818	40,212	47,500	51,500	44,004	5,377	62
All years	46,075	38,412	41,494	50,300	54,550	46,444	6,817	195
Assistant professor								
3 or more years	38,867	33,408	36,221	40,720	44,000	38,544	5,360	76
Less than 3 years	36,490	31,000	34,620	39,000	42,000	37,005	4,716	78
All years	37,961	33,000	35,520	40,440	43,400	37,764	5,087	154
All ranks: All years	50,150	36,432	41,018	63,481	76,513	53,876	16,414	684
WEST NORTH CENTRAL (11 departments)								
Full professor								
12 or more years	58,699	44,478	49,401	69,150	83,500	61,232	15,326	66
6 - 11 years	58,075	43,118	47,064	66,500	77,300	58,258	12,431	28
3 - 5 years								9
Less than 3 years	52,000	39,055	47,123	57,552	64,419	52,063	8,506	16
All years	58,300	43,118	48,799	67,670	80,520	59,291	13,962	119
Associate professor								
6 or more years	45,468	34,650	39,883	47,838	50,000	43,640	5,423	16
3 - 5 years								9
Less than 3 years	39,598	33,650	35,492	44,663	46,636	40,247	5,174	20
All years	43,140	34,650	37,582	46,571	50,000	42,459	6,052	45
Assistant professor								
3 or more years	37,420	33,793	34,828	40,000	40,950	37,567	2,996	26
Less than 3 years	35,000	30,720	32,000	37,000	38,500	34,795	3,238	31
All years	36,100	31,200	33,793	38,500	40,070	36,059	3,400	57
All ranks: All years	46,355	34,480	37,582	58,667	69,890	49,872	14,949	221
SOUTH ATLANTIC (24 departments)								
Full professor								
12 or more years	65,184	48,056	55,140	76,818	92,675	67,626	16,716	140
6 - 11 years	57,089	46,797	51,000	65,000	76,700	60,447	14,120	79
3 - 5 years	54,500	43,816	48,464	65,332	78,000	58,149	15,006	41
Less than 3 years	49,210	44,345	46,806	56,400	60,000	51,240	6,838	44
All years	58,159	46,142	50,173	70,184	83,027	62,111	15,809	304
Associate professor								
6 or more years	43,500	34,421	39,739	46,100	50,886	42,962	6,254	113
3 - 5 years	44,762	35,532	41,000	48,895	54,125	45,008	6,246	29
Less than 3 years	41,000	34,929	39,000	44,254	48,100	41,511	4,435	46
All years	42,800	34,950	39,730	46,250	50,452	42,923	5,930	188
Assistant professor								
3 or more years	36,300	30,900	33,211	39,400	41,000	36,174	3,828	63
Less than 3 years	36,600	32,000	35,600	40,000	43,000	37,224	3,741	45
All years	36,405	31,000	33,734	39,460	41,600	36,612	3,810	108
All ranks: All years	47,200	35,436	40,100	58,770	73,247	51,346	16,168	605

TABLE 11 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST SOUTH CENTRAL (8 departments)								
Full professor								
12 or more years	59,145	45,590	51,353	64,648	80,428	61,070	14,420	34
6 - 11 years	55,418	44,525	50,652	62,204	67,565	56,120	9,087	30
3 - 5 years	52,308	44,137	49,500	55,334	59,808	52,339	5,355	16
Less than 3 years	48,474	42,769	43,479	54,448	57,726	50,839	10,262	14
All years	54,474	43,800	49,005	61,354	68,300	56,480	11,591	94
Associate professor								
6 or more years	38,891	35,309	36,113	41,923	42,804	39,179	5,063	19
3 - 5 years	40,482	36,765	37,486	43,859	44,300	40,842	4,161	11
Less than 3 years	40,234	38,220	39,266	41,608	46,304	40,903	2,861	14
All years	39,688	35,986	37,365	41,984	44,300	40,143	4,238	44
Assistant professor								
3 or more years	34,675	32,688	33,446	36,693	39,276	35,204	2,368	24
Less than 3 years	34,230	32,583	33,500	36,566	39,250	35,042	2,645	23
All years	34,470	32,583	33,500	36,566	39,276	35,125	2,481	47
All ranks: All years	43,640	33,945	36,994	54,783	62,204	47,169	12,915	185
WEST SOUTH CENTRAL (13 departments)								
Full professor								
12 or more years	55,168	44,594	48,533	67,687	77,461	58,716	13,524	64
6 - 11 years	57,084	43,893	49,500	64,053	72,472	57,098	9,917	34
3 - 5 years	54,881	42,822	47,387	58,833	69,689	54,792	8,477	19
Less than 3 years	46,551	39,690	42,171	49,045	63,150	47,465	7,641	16
All years	54,500	43,497	47,387	64,053	71,634	56,389	11,878	133
Associate professor								
6 or more years	38,800	32,400	35,858	41,799	45,588	39,085	5,514	43
3 - 5 years	41,850	38,750	41,057	47,200	47,956	43,965	5,738	13
Less than 3 years	40,860	35,991	40,096	43,905	47,950	42,657	8,851	14
All years	40,079	34,024	36,810	42,814	47,953	40,706	6,588	70
Assistant professor								
3 or more years	35,842	32,100	32,795	37,550	39,600	35,523	2,839	36
Less than 3 years	34,500	31,700	33,145	36,257	38,244	34,999	3,395	47
All years	34,605	32,000	33,000	36,900	38,380	35,226	3,158	83
All ranks: All years	42,814	33,145	36,257	54,414	65,100	46,373	13,014	287
MOUNTAIN (10 departments)								
Full professor								
12 or more years	61,175	44,242	52,015	71,342	80,420	62,175	14,057	72
6 - 11 years	57,421	43,000	51,701	65,885	71,876	58,059	10,372	25
3 - 5 years	58,113	39,348	49,345	65,900	82,253	58,107	14,315	20
Less than 3 years								9
All years	59,515	42,559	50,541	67,731	77,944	59,700	13,526	126
Associate professor								
6 or more years	42,005	38,141	40,008	46,230	48,775	42,494	5,337	21
3 - 5 years								9
Less than 3 years	43,206	36,333	40,848	47,537	50,000	43,764	6,038	21
All years	42,005	36,863	40,008	47,990	50,850	43,454	6,029	51
Assistant professor								
3 or more years	37,913	34,711	36,000	42,000	46,388	38,828	4,469	34
Less than 3 years	36,500	32,500	34,750	39,250	43,000	37,127	4,127	32
All years	37,470	32,924	35,492	40,430	43,500	38,003	4,358	66
All ranks: All years	46,388	35,508	38,250	59,598	71,256	49,973	14,409	249

TABLE 11 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Public Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PACIFIC (12 departments)								
Full professor								
12 or more years	75,300	59,330	60,960	87,500	93,893	75,204	15,523	112
6 - 11 years	66,400	59,121	60,960	73,900	78,300	67,362	9,529	41
3 - 5 years	56,630	50,063	53,959	60,960	86,300	60,317	11,562	29
Less than 3 years	58,138	44,969	50,750	63,205	68,000	57,941	9,523	16
All years	66,400	53,700	60,700	80,100	91,300	70,005	14,919	198
Associate professor								
6 or more years	48,105	36,800	42,640	49,800	54,510	47,386	8,248	20
3 - 5 years	45,700	41,904	42,552	49,000	64,576	48,626	10,403	13
Less than 3 years	47,200	37,800	43,100	49,800	53,352	46,793	6,568	25
All years	47,122	38,100	42,552	49,800	55,128	47,408	8,008	58
Assistant professor								
3 or more years	40,400	34,922	38,208	41,005	47,000	40,166	3,707	26
Less than 3 years	38,120	36,286	37,400	40,500	42,295	38,762	2,168	20
All years	39,000	36,072	37,400	40,908	43,300	39,555	3,180	46
All ranks: All years	60,633	38,665	45,638	72,335	86,686	60,554	17,991	308

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 12

1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (57 departments)								
Full professor								
12 or more years	74,100	54,450	61,100	85,200	100,447	75,763	19,342	215
6 - 11 years	66,653	52,350	60,600	75,000	89,326	68,798	14,106	115
3 - 5 years	63,800	51,761	58,079	76,425	90,000	66,825	14,697	72
Less than 3 years	58,315	44,500	49,000	64,000	87,800	61,215	17,907	51
All years	68,000	51,275	59,000	81,700	96,000	70,936	17,953	453
Associate professor								
6 or more years	48,900	35,092	43,788	54,879	60,525	49,114	8,811	124
3 - 5 years	46,931	39,300	43,825	52,600	58,500	48,526	8,735	65
Less than 3 years	45,896	38,600	42,950	48,666	52,530	46,126	6,538	68
All years	47,535	38,307	43,575	52,600	58,500	48,175	8,315	257
Assistant professor								
3 or more years	39,950	34,500	36,875	42,800	45,600	40,094	4,888	111
Less than 3 years	38,500	33,411	36,800	41,000	42,755	38,541	4,082	115
All years	39,238	34,378	36,875	42,005	44,000	39,304	4,553	226
All years	49,700	35,800	40,434	62,550	76,217	53,301	16,456	3048
NEW ENGLAND (9 departments)								
Full professor								
12 or more years	77,550	58,200	70,100	91,600	100,325	79,013	14,322	35
6 - 11 years	66,500	55,400	58,700	84,000	103,700	71,833	16,394	15
3 - 5 years	58,732	51,200	53,375	60,777	96,300	63,997	18,014	11
Less than 3 years								8
All years	71,425	54,450	58,750	84,080	100,600	73,684	17,003	69
Associate professor								
6 or more years	48,600	34,800	42,550	53,400	56,300	47,008	8,410	21
3 - 5 years	47,400	41,000	43,963	54,475	58,500	50,310	10,586	12
Less than 3 years	46,150	40,500	41,600	48,700	49,000	45,423	3,591	11
All years	47,450	38,814	42,338	51,500	56,300	47,512	8,245	44
Assistant professor								
3 or more years	41,700	35,775	37,800	43,000	44,000	40,642	3,150	23
Less than 3 years	39,600	35,583	38,200	41,800	43,700	39,923	3,268	18
All years	40,200	35,775	38,200	42,700	43,800	40,326	3,183	41
All ranks: All years	55,445	39,440	44,501	65,139	77,801	56,972	15,320	197
MID ATLANTIC (14 departments)								
Full professor								
12 or more years	73,718	50,000	62,220	85,200	99,399	75,618	21,294	66
6 - 11 years	68,978	60,018	63,100	83,000	93,990	72,833	12,817	38
3 - 5 years	63,821	55,290	59,221	79,155	90,000	67,722	15,065	22
Less than 3 years	62,473	55,600	58,700	75,350	83,439	66,620	13,555	12
All years	68,948	55,600	61,075	83,439	96,000	72,810	17,899	138
Associate professor								
6 or more years	52,564	34,975	47,100	57,934	63,819	51,666	9,429	38
3 - 5 years	48,603	42,800	45,555	53,872	62,720	50,844	9,749	22
Less than 3 years	44,995	36,750	44,084	48,666	53,000	45,729	6,040	16
All years	48,700	38,600	44,369	55,340	62,500	50,178	9,124	76
Assistant professor								
3 or more years	40,684	34,710	36,920	44,675	47,645	41,438	5,947	33
Less than 3 years	39,488	32,445	38,500	42,000	43,500	39,171	3,848	29
All years	39,930	34,710	36,920	42,750	46,000	40,378	5,163	62
All ranks: All years	60,555	39,073	48,733	72,797	81,308	61,450	17,003	312

TABLE 12 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Doctoral Psychology Departments in Private Institutions by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
EAST NORTH CENTRAL (6 departments) (Insufficient Ns of faculty for analysis)								
WEST NORTH CENTRAL (2 departments) (Insufficient Ns of faculty for analysis)								
SOUTH ATLANTIC (9 departments)								
Full professor								
12 or more years	71,385	45,872	60,775	81,460	84,900	69,500	16,131	33
6 - 11 years	64,714	49,130	60,953	73,735	77,536	65,449	10,928	20
3 - 5 years	60,200	51,761	58,300	78,520	81,400	64,618	13,469	11
Less than 3 years								9
All years	65,000	46,849	58,315	76,000	83,392	65,979	14,193	73
Associate professor								
6 or more years	48,800	35,092	35,665	54,441	55,800	46,700	8,450	15
3 - 5 years								6
Less than 3 years	46,200	42,300	43,930	48,483	52,530	46,682	3,798	14
All years	48,000	35,665	43,930	51,935	54,441	47,183	6,090	35
Assistant professor								
3 or more years	39,975	30,839	36,925	42,985	46,020	39,846	5,467	16
Less than 3 years	38,500	34,650	37,500	39,800	42,755	38,273	3,224	18
All years	39,550	34,650	37,450	41,050	43,800	39,014	4,425	34
All ranks: All years	47,200	35,436	40,100	58,770	73,247	51,348	16,168	605
EAST SOUTH CENTRAL (4 departments) (Insufficient Ns of faculty for analysis)								
WEST SOUTH CENTRAL (6 departments) (Insufficient Ns of faculty for analysis)								
MOUNTAIN (2 departments) (Insufficient Ns of faculty for analysis)								
PACIFIC (5 departments) (Insufficient Ns of faculty for analysis)								

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the doctoral degree; excluded are other types of departments that may be more specialized in nature (e.g., counseling psychology and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

FACULTY SALARIES IN U.S. MASTER'S DEPARTMENTS OF PSYCHOLOGY

Table 13. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1991-92 to 1993-94

Table 14. Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

Table 15. Distribution of 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 16. 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Table 17. 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

Table 18. 1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

Table 19. 1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

Table 20. 1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

TABLE 13
Changes in Average Salaries of Full-time Faculty in U.S. Master's Departments of Psychology by Rank: 1991-92 to 1993-94

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
U.S. Master's Departments					
1991-92 (132 departments)	$51,185 N=733	$39,571 N=404	$32,305 N=382	$28,606 N=11	$43,242 N=1,530
1992-93 (113 departments)	$52,021 N=654	$40,646 N=369	$33,145 N=344	$31,400 N=10	$44,108 N=1,377
1993-94 (116 departments)	$53,900 N=613	$42,378 N=361	$34,548 N=372	a N=8	$45,377 N=1,354
Percent change in monetary salary					
1991-92 to 1992-93	+1.6%	+2.7%	+2.6%	+9.8%	+2.0%
1992-93 to 1993-94	+3.6%	+4.3%	+4.2%	a	+2.9%
Percent change in real terms					
1991-92 to 1992-93	-1.4%	-0.3%	-0.4%	+6.8%	-1.0%
1992-93 to 1993-94	+0.9%	+1.6%	+1.5%	a	+0.2%
All U.S. Departments					
1991-92 (391 departments)	$58,982 N=3,283	$42,642 N=1,780	$34,732 N=1,486	$32,608 N=39	$48,941 N=6,588
1992-93 (370 departments)	$60,269 N=3,175	$43,571 N=1,740	$35,585 N=1,415	$34,781 N=42	$50,059 N=6,372
1993-94 (379 departments)	$62,516 N=3,170	$45,322 N=1,806	$36,986 N=1,490	$36,144 N=49	$51,713 N=6,515
Percent change in monetary salary					
1991-92 to 1992-93	+2.2%	+2.2%	+2.5%	+6.7%	+2.3%
1992-93 to 1993-94	+3.7%	+4.0%	+3.9%	+3.9%	+3.3%
Percent change in real terms					
1991-92 to 1992-93	-0.8%	-0.8%	-0.5%	+3.7%	-0.7%
1992-93 to 1993-94	+1.0%	+1.3%	+1.2%	+1.2%	+0.6%

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 3.0% for the period from September 1991 to September 1992 and 2.7% for the period from September 1992 to September 1993.

TABLE 14

Changes in Average Salaries of Full-Time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1991-92 (132 departments)	$54,607 N=291	$51,411 N=209	$48,134 N=94	$44,379 N=102	$41,482 N=182	$39,265 N=85	$36,911 N=124	$33,531 N=111	$31,785 N=264
1992-93 (113 departments)	$55,593 N=271	$51,648 N=198	$47,885 N=99	$45,913 N=75	$42,765 N=166	$39,827 N=77	$37,885 N=117	$33,747 N=128	$32,553 N=209
1993-94 (116 departments)	$57,819 N=261	$53,582 N=182	$49,369 N=84	$46,934 N=83	$45,987 N=157	$41,356 N=92	$38,159 N=112	$36,103 N=165	$33,264 N=205
Percentage change in monetary salary									
1991-92 to 1992-93	+1.8%	+0.5%	-0.5%	+3.5%	+3.1%	+1.4%	+2.6%	+0.6%	+2.4%
1992-93 to 1993-94	+4.0%	+3.7%	+3.1%	+2.2%	+7.5%	+3.8%	+0.7%	+7.0%	+2.2%
Percentage change in real terms									
1991-92 to 1992-93	-1.2%	-2.5%	-3.5%	+0.5%	+0.1%	-1.6%	-0.4%	-2.4%	-0.6%
1992-93 to 1993-94	+1.3%	+1.0%	+0.4%	-0.5%	+4.8%	+1.1%	-2.0%	+4.3%	-0.5%

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. Those percentage changes were 3.0% for the period from September 1991 to September 1992 and 2.7% for the period from September 1992 to September 1993.

TABLE 15

Distribution of 1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

9-10-month salary	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
$76,000 or more	4	1							
75,000-75,999	1	1							
74,000-74,999	1								
72,000-72,999	3								
71,000-71,999	4	1	1						
70,000-70,999	1								
69,000-69,999	3	2							
68,000-68,999	17	3	1						
67,000-67,999	2	1		1	3				
66,000-66,999	3	1							
65,000-65,999	5	4	2	4					
64,000-64,999	4	3	1	1	2				
63,000-63,999	1	1			1				
62,000-62,999	2	1		2	1				
61,000-61,999	3	8							
60,000-60,999	76	31	1						
59,000-59,999	6	2	3	2	5				
58,000-58,999	2	4	5		3				
57,000-57,999	3	4	2		2	2			
56,000-56,999	4	4		4	3				
55,000-55,999	18	7	4	1	4			1	
54,000-54,999	14	5	4		5				
53,000-53,999	12	5		2	2	8			
52,000-52,999	8	7	4	2	1		1		
51,000-51,999	4	7	2	2	2	2	1	2	
50,000-50,999	8	4	3	9	4			8	
49,000-49,999	10	6			4	2			
48,000-48,999	11	9	6	4	19	1	3	1	
47,000-47,999	6	10	1	2	6	2	1		
46,000-46,999	8	13	3	1	7	1	3	2	
45,000-45,999	5	9	16	4	8	5	2		
44,000-44,999	2	10	5	7	8		1	5	2
43,000-43,999	5	11	6	6	6	4	4	5	
42,000-42,999	2	1	5	2	10	3	4	6	6
41,000-41,999	1	3	5	8	8	7	8	4	1
40,000-40,999	1		1	3	4	2	6	6	5
39,000-39,999	1	2	3	3	8	16	11	5	3
38,000-38,999				2	3	7	7	6	10
37,000-37,999				4	10	8	9	9	6
36,000-36,999				3	8	9	11	12	24
35,000-35,999		1			4	6	7	10	16
34,000-34,999				2	2	3	14	7	15
33,000-33,999				1	2	1	8	10	17
32,000-32,999						2	4	21	25
31,000-31,999					1		2	15	14
30,000-30,999					1		2	8	25
29,000-29,999					1		3	10	8
28,000-28,999						1		7	9
27,000-27,999				1				3	9
26,000-26,999								1	8
Less than 26,000								1	2

Source: 1993-94 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

TABLE 16

1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Rank and Years in Rank

Rank and Years in Rank	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
Full professor								
12 or more years	59,590	47,061	52,500	60,960	68,543	57,819	8,339	261
6 - 11 years	52,764	44,177	46,528	60,960	62,567	53,582	8,040	182
3 - 5 years	46,129	41,916	44,099	54,677	59,211	49,369	7,250	84
Less than 3 years	44,894	37,231	41,100	51,100	59,391	46,934	8,569	83
Not specified								3
All years	53,736	43,224	46,360	60,960	65,279	53,900	9,036	613
Associate professor								
6 or more years	45,599	36,666	39,935	49,800	57,589	45,968	7,944	158
3 - 5 years	39,516	35,197	37,083	44,488	53,000	41,356	6,218	92
Less than 3 years	37,588	33,000	34,692	40,994	44,000	38,159	4,734	112
All years	40,685	34,340	36,990	46,894	53,705	42,380	7,451	362
Assistant professor								
3 or more years	34,957	29,500	31,800	39,613	44,184	36,103	6,167	165
Less than 3 years	33,000	28,012	30,500	36,000	38,208	33,264	4,121	205
Not specified								2
All years	33,708	28,797	31,000	37,000	42,000	34,548	5,311	372

Source: 1993-94 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the master's degree (e.g., psychology departments, educational psychology departments, and professional schools of psychology). All salaries are 9-10-month salaries. No statistics are provided where the N of faculty is less than 10.

TABLE 17

1993-94 Salaries for Full-time Faculty in U.S. Master's Departments of Psychology by Type of Department, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (98 departments)								
Full professor								
12 or more years	59,461	46,981	52,500	60,960	68,500	57,652	8,328	249
6 - 11 years	52,093	43,967	46,351	60,960	61,000	53,395	8,066	172
3 - 5 years	45,919	41,802	43,865	55,444	59,260	49,260	7,504	76
Less than 3 years	44,740	37,231	41,100	50,532	56,790	46,581	8,181	73
All years	53,728	43,224	46,299	60,960	64,868	53,820	9,015	573
Associate professor								
6 or more years	45,000	36,635	39,516	49,167	56,391	45,579	7,933	144
3 - 5 years	39,314	35,000	36,750	43,142	49,898	40,553	5,744	77
Less than 3 years	37,567	33,020	34,676	40,672	43,896	37,969	4,314	99
All years	40,105	34,168	36,651	46,513	51,514	42,015	7,288	320
Assistant professor								
3 or more years	34,842	29,500	31,720	39,000	44,184	35,937	6,038	154
Less than 3 years	32,731	28,000	30,334	36,000	38,208	33,074	4,133	188
All years	33,319	28,780	30,980	36,737	41,904	34,383	5,261	344
All ranks: All years	43,955	31,844	36,054	53,748	60,960	45,296	11,354	1243
OTHER (18 departments)								
Full professor								
12 or more years	63,000	49,828	54,479	68,543	68,543	61,298	8,141	12
6 - 11 years	54,180	48,407	52,779	60,960	67,648	56,795	7,197	10
3 - 5 years								8
Less than 3 years	47,000	36,626	41,500	62,267	65,140	49,512	11,186	10
All years	54,094	43,176	48,558	63,634	68,543	55,046	9,378	40
Associate professor								
6 or more years	47,087	42,048	43,132	59,000	59,229	49,967	7,144	14
3 - 5 years	42,109	38,395	39,134	53,705	53,705	45,475	7,105	15
Less than 3 years	38,369	30,000	37,000	43,036	51,640	39,601	7,267	13
All years	43,084	37,150	39,134	53,000	57,687	45,154	8,161	42
Assistant professor								
3 or more years	36,000	30,000	33,159	43,900	51,254	38,426	7,715	11
Less than 3 years	35,074	29,910	35,000	37,000	38,850	35,366	3,423	17
All years	35,853	29,910	34,810	37,800	43,900	36,568	5,595	28
All ranks: All years	45,501	34,619	37,434	53,803	60,960	46,256	10,995	112

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments that award the master's degree. The category "Other" includes departments of educational psychology, counseling psychology, school psychology, and other units that may be more specialized in nature. All salaries are for 9-10 months. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 18

1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
ALL U.S. REGIONS (98 departments)								
Full professor								
12 or more years	59,461	46,981	52,500	60,960	68,500	57,652	8,328	249
6 - 11 years	52,093	43,967	46,351	60,960	61,000	53,395	8,066	172
3 - 5 years	45,919	41,802	43,865	55,444	59,260	49,260	7,504	76
Less than 3 years	44,740	37,231	41,100	50,532	56,790	46,581	8,181	73
All years	53,728	43,224	46,299	60,960	64,868	53,820	9,015	573
Associate professor								
6 or more years	45,000	36,635	39,516	49,167	56,391	45,579	7,933	144
3 - 5 years	39,314	35,000	36,750	43,142	49,898	40,553	5,744	77
Less than 3 years	37,567	33,020	34,676	40,672	43,896	37,969	4,314	99
All years	40,105	34,168	36,651	46,513	51,514	42,015	7,288	320
Assistant professor								
3 or more years	34,842	29,500	31,720	39,000	44,184	35,937	6,038	154
Less than 3 years	32,731	28,000	30,334	36,000	38,208	33,074	4,133	188
All years	33,319	28,780	30,980	36,737	41,904	34,383	5,261	344
All ranks: All years	43,955	31,844	36,054	53,748	60,960	45,296	11,354	1243
NEW ENGLAND (4 departments) (Insufficient Ns of faculty for analysis)								
MID ATLANTIC (14 departments)								
Full professor								
12 or more years	68,500	53,278	65,279	71,290	72,000	67,140	9,780	31
6 - 11 years	65,279	54,349	59,013	68,544	71,609	64,098	7,112	22
3 - 5 years								8
Less than 3 years								8
All years	65,280	50,505	57,014	68,544	72,000	63,641	9,485	70
Associate professor								
6 or more years	52,706	42,206	48,508	58,000	64,943	53,373	8,069	34
3 - 5 years	52,424	39,206	45,880	53,706	55,353	49,826	6,305	10
Less than 3 years								7
All years	51,000	42,068	45,880	56,391	63,989	51,479	7,795	51
Assistant professor								
3 or more years	41,640	36,029	39,000	50,123	50,123	42,481	6,239	30
Less than 3 years	38,134	33,280	34,210	40,550	42,080	37,482	4,040	24
All years	39,510	33,284	36,457	44,184	50,123	40,171	5,807	56
All ranks: All years	51,000	37,119	42,080	65,279	68,544	52,711	12,691	177
EAST NORTH CENTRAL (10 departments)								
Full professor								
12 or more years	54,250	46,890	50,688	58,750	63,051	55,152	6,839	31
6 - 11 years	48,367	44,752	46,299	49,012	52,068	48,324	3,177	21
3 - 5 years	44,506	42,717	43,506	48,234	48,460	45,827	4,256	11
Less than 3 years								9
All years	48,790	43,506	45,711	54,503	59,250	50,653	6,956	72
Associate professor								
6 or more years	43,125	35,647	36,855	47,872	54,317	43,179	7,174	18
3 - 5 years	38,887	35,000	37,467	39,740	45,540	39,256	3,736	14
Less than 3 years	36,054	34,596	35,495	39,300	41,508	37,445	3,420	15
All years	38,000	34,910	36,009	44,342	47,872	40,181	5,722	47
Assistant professor								
3 or more years								9
Less than 3 years	32,974	26,468	29,916	33,900	36,270	32,417	3,211	18
All years	32,500	26,468	29,916	33,660	36,270	32,070	3,271	27
All ranks: All years	44,218	32,610	36,100	49,012	55,868	43,845	9,444	146

TABLE 18 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST NORTH CENTRAL (9 departments)								
Full professor								
12 or more years	55,626	47,061	54,009	55,968	64,712	55,662	5,902	14
6 - 11 years	51,995	45,000	47,339	55,239	56,297	51,780	5,334	16
3 - 5 years	46,201	44,137	45,000	52,977	58,000	49,834	8,375	11
Less than 3 years								8
All years	50,454	43,584	45,385	55,626	58,000	50,950	7,370	49
Associate professor								
6 or more years	45,084	38,216	39,532	47,240	51,874	44,550	5,444	10
3 - 5 years								7
Less than 3 years	36,062	33,020	34,149	37,650	41,762	36,653	3,145	17
All years	37,650	34,092	35,700	41,491	46,894	39,127	5,114	34
Assistant professor								
3 or more years	34,957	30,920	31,720	36,611	42,771	36,049	6,841	13
Less than 3 years	30,975	28,500	29,626	35,805	36,500	32,378	3,656	17
All years	32,439	29,149	30,720	36,261	38,934	33,969	5,492	30
All ranks: All years	41,505	31,611	35,596	48,464	55,626	42,884	9,635	113
SOUTH ATLANTIC (18 departments)								
Full professor								
12 or more years	53,075	45,154	48,400	55,540	67,200	54,740	11,292	25
6 - 11 years	46,351	43,250	44,750	50,421	56,956	48,183	5,781	28
3 - 5 years	45,490	40,075	42,827	57,200	58,700	48,277	8,214	11
Less than 3 years	41,082	36,056	37,231	43,800	59,178	43,895	9,164	13
All years	47,984	40,075	43,800	55,150	60,500	49,623	9,402	78
Associate professor								
6 or more years	43,415	36,947	38,790	46,100	52,000	43,565	6,680	30
3 - 5 years	36,475	33,988	35,482	38,835	39,304	36,682	2,054	10
Less than 3 years	37,792	29,610	31,858	44,000	45,300	37,374	6,275	11
All years	39,307	33,816	36,500	44,900	48,010	40,880	6,713	51
Assistant professor								
3 or more years	32,814	29,500	30,815	36,000	38,200	33,528	3,268	24
Less than 3 years	31,922	27,000	29,750	33,000	36,225	31,007	3,968	38
All years	32,377	27,250	30,000	34,000	36,486	31,983	3,888	62
All ranks: All years	39,407	30,300	33,570	47,380	55,344	41,528	10,437	192
EAST SOUTH CENTRAL (10 departments)								
Full professor								
12 or more years	49,588	43,224	46,388	53,684	61,291	50,822	6,770	26
6 - 11 years	45,114	41,292	43,484	47,000	47,893	44,853	2,726	12
3 - 5 years	44,844	40,587	42,624	50,000	57,856	47,179	6,538	10
Less than 3 years								8
All years	46,458	39,646	43,290	50,143	54,956	47,443	7,077	56
Associate professor								
6 or more years	39,541	33,552	37,380	43,672	51,045	40,644	6,906	14
3 - 5 years								6
Less than 3 years	34,708	33,779	34,116	37,567	38,028	35,426	2,014	13
All years	36,201	33,000	34,159	38,321	43,672	37,374	5,540	33
Assistant professor								
3 or more years	31,496	28,147	29,200	32,470	32,989	31,386	3,340	18
Less than 3 years	31,000	27,000	28,702	32,112	33,000	30,435	2,308	37
All years	31,000	27,500	28,702	32,325	33,000	30,746	2,696	55
All ranks: All years	36,115	28,592	31,197	45,528	51,045	38,758	9,141	144

TABLE 18 (continued)
1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Region, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
WEST SOUTH CENTRAL (13 departments) (Insufficient Ns of faculty for analysis)								
MOUNTAIN (7 departments) (Insufficient Ns of faculty for analysis)								
PACIFIC (13 departments)								
Full professor								
12 or more years	60,960	54,331	60,960	60,960	60,960	60,017	3,443	96
6 - 11 years	60,960	54,099	60,960	60,960	61,000	59,407	3,977	44
3 - 5 years								8
Less than 3 years	50,532	44,575	49,177	50,532	50,532	49,260	3,867	12
All years	60,960	50,532	58,176	60,960	60,960	58,706	4,755	161
Associate professor								
6 or more years	48,190	41,463	42,668	48,192	48,192	45,695	3,383	22
3 - 5 years	43,424	39,082	41,773	45,998	48,000	43,349	3,989	12
Less than 3 years	40,500	35,919	39,984	41,904	46,000	40,989	3,492	14
All years	43,500	38,500	41,232	48,190	48,192	43,736	4,037	48
Assistant professor								
3 or more years	40,944	33,104	35,182	42,750	43,894	39,025	4,396	16
Less than 3 years	36,468	33,787	34,812	38,487	40,000	36,698	2,654	20
All years	36,468	33,104	34,824	40,952	43,500	37,732	3,672	36
All ranks: All years	57,829	36,468	43,658	60,960	60,960	52,456	9,797	248

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not. For a description of the states included in each region, see Appendix B.

TABLE 19

1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Type of Institution, Rank, and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
PUBLIC INSTITUTIONS (78 departments)								
Full professor								
12 or more years	59,814	47,256	52,512	60,960	68,500	57,387	7,309	228
6 - 11 years	52,059	43,940	46,351	60,960	61,000	53,361	8,126	158
3 - 5 years	45,833	41,778	43,547	52,932	59,260	48,586	7,108	67
Less than 3 years	44,894	37,231	41,247	50,532	59,178	46,980	8,064	65
All years	53,728	43,401	46,388	60,960	64,470	53,704	8,527	521
Associate professor								
6 or more years	44,736	36,666	39,500	48,273	56,391	45,617	7,963	117
3 - 5 years	39,500	35,275	36,950	43,142	51,000	40,940	5,712	65
Less than 3 years	36,726	33,418	34,596	40,000	43,575	37,610	4,134	86
All years	39,938	34,400	36,502	46,328	51,880	41,913	7,281	268
Assistant professor								
3 or more years	34,865	29,500	31,688	40,814	44,184	36,217	6,247	132
Less than 3 years	32,712	27,500	30,216	36,000	38,208	33,105	4,180	167
All years	33,500	28,797	30,975	36,708	42,000	34,501	5,402	301
All ranks: All years	44,177	31,926	36,162	54,099	60,960	45,437	11,179	1095
PRIVATE INSTITUTIONS (20 departments)								
Full professor								
12 or more years	58,732	45,000	47,000	69,006	74,000	60,526	15,630	21
6 - 11 years	52,597	44,990	46,299	61,000	63,221	53,779	7,634	14
3 - 5 years								9
Less than 3 years								8
All years	53,644	42,653	45,000	61,543	71,290	54,984	12,980	52
Associate professor								
6 or more years	45,100	33,000	41,866	50,211	55,470	45,416	7,946	27
3 - 5 years	38,500	32,525	34,500	42,855	45,880	38,459	5,699	12
Less than 3 years	40,100	32,960	37,575	42,988	46,894	40,350	4,883	13
All years	42,698	32,960	37,438	46,760	50,219	42,544	7,371	52
Assistant professor								
3 or more years	33,439	28,402	31,801	38,110	39,613	34,257	4,322	22
Less than 3 years	32,900	29,355	30,900	35,000	37,550	32,825	3,822	21
All years	32,960	28,402	31,000	36,765	38,860	33,558	4,102	43
All ranks: All years	42,460	31,000	35,000	50,566	61,000	44,253	12,567	148

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the master's degree; excluded are other types of departments that may be more specialized in nature (e.g., educational psychology departments). All salaries are 9-10-month salaries. No statistics are provided where the N is less than 10. Statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis, but they are included in the figures for "All Ranks". Included in the figures for "All years" are faculty whose rank was specified but whose years in rank was not.

TABLE 20
1993-94 Salaries for Full-time Faculty in U.S. Master's Psychology Departments by Years Since Doctorate

	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
PSYCHOLOGY (100 departments)								
35 years or more	60,960	51,400	55,044	61,523	65,870	60,785	10,682	16
30-34 years	58,732	41,292	52,554	60,960	68,500	56,886	10,920	51
25-29 years	54,349	43,672	48,273	60,960	67,156	54,732	8,810	155
20-24 years	49,560	41,135	45,100	59,013	60,960	51,111	8,423	265
17-19 years	46,028	39,294	41,881	54,046	60,960	48,155	7,758	116
14-16 years	43,771	34,873	38,534	49,949	61,000	45,461	9,767	92
11-13 years	39,928	34,873	36,426	45,954	52,932	41,801	7,073	88
8-10 years	37,326	32,000	33,915	41,601	46,000	38,505	6,680	104
6-7 years	36,468	30,300	33,418	40,000	44,184	36,795	5,989	79
4-5 years	33,625	29,448	31,392	37,000	42,080	34,680	4,791	86
2-3 years	32,517	28,402	30,000	35,000	37,167	32,720	3,627	94
0-1 year	32,500	27,000	30,000	35,000	37,000	32,358	3,764	68

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in psychology departments that award the master's degree. All salaries are 9-10-month salaries.

FACULTY SALARIES IN CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 21. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1991-92 to 1993-94

Table 22. Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

Table 23. Distribution of 1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 24. 1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

Table 25. 1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments by Years Since Doctorate

TABLE 21
Changes in Average Salaries of Full-time Faculty in Canadian Departments of Psychology by Rank: 1991-92 to 1993-94

	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	All ranks
All Canadian Departments					
1991-92 (15 departments)	$82,346 N=189	$65,894 N=164	$50,108 N=64	a N=2	$70,783 N=419
1992-93 (17 departments)	$85,282 N=236	$69,276 N=228	$50,620 N=82	a N=2	$73,283 N=548
1993-94 (18 departments)	$83,118 N=261	$69,498 N=241	$50,372 N=84	a N=1	$73,089 N=587
Percent change in monetary salary					
1991-92 to 1992-93	+3.6%	+5.1%	+1.0%	a	+3.5%
1992-93 to 1993-94	-2.6%	+0.3%	-0.5%	a	-0.3%
Percent change in real terms					
1991-92 to 1992-93	+2.3%	+3.8%	-0.3%	a	+2.2%
1992-93 to 1993-94	-4.5%	-1.6%	-2.4%	a	-2.2%

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries and are reported in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. These percentage changes were 1.3% for the period from September 1991 to September 1992 and 1.9% for the period from September 1992 to September 1993.

TABLE 22

Changes in Average Salaries of Full-Time Faculty in Canadian Departments of Psychology by Rank and Years in Rank: 1991-92 to 1993-94

	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
1991-92 (14 departments)	$92,172 N=75	$82,281 N=37	$76,095 N=33	$71,265 N=26	$71,077 N=87	$60,924 N=40	$56,853 N=25	$53,621 N=22	$45,861 N=32
1992-93 (17 departments)	$94,108 N=100	$83,217 N=66	$79,939 N=30	$69,522 N=34	$73,761 N=132	$63,756 N=55	$60,678 N=30	$54,278 N=34	$48,472 N=41
1993-94 (18 departments)	$94,407 N=109	$81,000 N=79	$75,159 N=33	$74,171 N=40	$73,066 N=147	$63,512 N=55	$58,858 N=38	$52,677 N=37	$48,000 N=47
Percentage change in monetary salary									
1991-92 to 1992-93	+2.1%	+1.1%	+5.1%	-2.4%	+3.8%	+4.6%	+6.7%	+1.2%	+5.7%
1992-93 to 1993-94	+0.3%	+2.7%	-6.4%	+6.7%	-1.0%	-0.4%	-3.1%	-3.0%	-1.0%
Percentage change in real terms									
1991-92 to 1992-93	+0.8%	-0.2%	-3.8%	-3.7%	+2.5%	+3.3%	+5.4%	-0.1%	+4.4%
1992-93 to 1993-94	-1.6%	-4.6%	-8.3%	+4.8%	-2.9%	-2.3%	-5.0%	-4.9%	-2.9%

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, American Psychological Association and Council of Graduate Departments of Psychology.

Note. All salaries are 11-12-month salaries in Canadian dollars. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for inflation in Canada as reported by the Bureau of Labor Statistics. These percentage changes were 1.3% for the period from September 1991 to September 1992 and 1.9% for the period from September 1992 to September 1993.

TABLE 23

Distribution of 1993–94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

11-12-month salary	Full Professor				Associate Professor			Assistant Professor	
	12 or more years	6 – 11 years	3 – 5 years	Less than 3 years	6 or more years	3 – 5 years	Less than 3 years	3 or more years	Less than 3 years
$105,000 or more	13		2						
100,000–104,999	15	1	1						
95,000–99,999	25	5		1	2				
90,000–94,999	12	8	1		7	1			
85,000–89,999	17	13	2	1	15				
80,000–84,999	15	23	4	7	14	1			
79,000–79,999	2	6	2		3	1			
78,000–78,999	1	1		1	4				
77,000–77,999	2	2		4	2	1			
76,000–76,999	1	4	2		6	2	1		
75,000–75,999		3	4	3	3				
74,000–74,999	1	3	1	4	10	1			
73,000–73,999		1			12	2			
72,000–72,999	1	1	3	2	7	3			
71,000–71,999	1	2		3	8	2	2		
70,000–70,999		1	1	1	7	1		1	
69,000–69,999		1	1		1	2			
68,000–68,999	1		1		3	2			
67,000–67,999		1	1		3				
66,000–66,999		2	2	1	6	3	2		
65,000–65,999				1	3	2	2		
64,000–64,999				6	6	3	2		
63,000–63,999			1	1	4	1	3	1	1
62,000–62,999			1		2	2	2		
61,000–61,999	2	1	1	1	6	5	1	1	
60,000–60,999					3	1	3	1	
59,000–59,999			1		1	7		1	1
58,000–58,999				1	2	2	3	2	1
57,000–57,999					2	1	6		
56,000–56,999					1	1	2	1	1
55,000–55,999			1		1	1	2	4	1
54,000–54,999				2		3	1	2	
53,000–53,999					1	3		2	1
52,000–52,999					2		1	4	6
51,000–51,999								4	1
50,000–50,999							2	2	5
49,000–49,999							1	1	1
48,000–48,999							2	3	7
47,000–47,999								3	3
46,000–46,999								1	5
45,000–45,999						1			4
44,000–44,999								1	1
43,000–43,999									5
42,000–42,999								1	1
Less than 42,000								1	2

Source: 1993–94 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 11–12-month salaries and are reported in Canadian dollars. Excluded from this table are faculty in master's departments due to the small number of departments responding to the survey. The distributions of salaries for Lecturers/Instructors also are not presented, given the small number of individuals in these ranks.

TABLE 24

1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Rank and Years in Rank

	Median	10%	25%	75%	90%	Mean	SD	N
Full professor								
12 or more years	94,407	79,079	85,077	100,211	105,358	93,512	11,934	109
6 - 11 years	81,000	71,682	76,908	87,885	94,041	82,450	8,309	79
3 - 5 years	75,159	62,245	68,451	81,722	94,214	77,213	14,600	33
Less than 3 years	74,171	62,465	64,339	78,045	82,830	72,844	9,235	40
All years	83,118	67,849	75,889	94,279	102,370	84,936	13,479	261
Associate professor								
6 or more years	73,066	61,088	66,316	80,230	86,534	73,666	9,705	147
3 - 5 years	63,512	54,700	59,167	71,546	76,417	64,791	8,719	55
Less than 3 years	58,858	50,000	56,417	63,747	66,938	59,716	6,410	38
Not specified								1
All years	69,498	56,630	61,088	75,627	85,240	69,368	10,599	241
Assistant professor								
3 or more years	52,677	46,906	48,311	55,290	60,141	52,669	6,043	37
Less than 3 years	48,000	43,093	45,764	52,004	55,830	48,716	4,947	47
All years	50,372	43,580	46,703	53,065	58,662	50,458	5,771	84

Source: 1993-94 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are only those faculty who are full time, who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments and educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N of faculty is less than 10.

TABLE 25

1993-94 Salaries for Full-time Faculty in Canadian Doctoral Departments of Psychology by Years Since Doctorate

Years Since Doctorate	Median	Percentiles 10%	25%	75%	90%	Mean	SD	N
CANADIAN DOCTORAL DEPARTMENTS (17 departments)								
35 years or more	103,506	83,003	98,178	111,532	116,625	102,465	14,266	14
30-34 years	95,095	76,970	84,000	101,591	105,358	93,472	12,156	45
25-29 years	85,159	71,743	78,952	91,123	99,391	85,714	11,576	106
20-24 years	80,947	62,370	73,066	88,000	94,214	79,864	10,948	105
17-19 years	74,737	61,088	66,800	80,000	82,890	73,405	8,753	55
14-16 years	72,155	59,806	64,448	77,000	81,722	71,468	9,004	49
11-13 years	65,846	56,439	60,218	72,000	75,502	65,783	7,700	55
8-10 years	59,167	48,215	54,034	64,229	73,000	60,080	9,051	47
6-7 years	57,509	47,641	52,500	65,496	67,421	57,950	8,149	27
4-5 years	52,677	48,000	50,994	56,000	58,720	53,729	5,298	33
2-3 years	50,372	43,580	47,272	55,101	60,141	51,503	6,990	19
0-1 year	46,460	40,007	42,093	48,000	51,500	45,882	4,183	10

Source: 1993-94 Survey of Graduate Departments of Psychology. Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. Included in this table are faculty who hold the doctoral degree, and who are in departments of psychology that award the doctoral degree (e.g., psychology departments or educational psychology departments). All salaries are 11-12-month salaries and are reported in Canadian dollars. No statistics are provided where the N is less than 10.

OTHER SALARIES AND BENEFITS FOR SPECIFIC FACULTY POSITIONS
IN U.S. AND CANADIAN GRADUATE DEPARTMENTS OF PSYCHOLOGY

Table 26. 1993-94 Starting Salaries and Expected 1994-95 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Table 27. 1993-94 Salaries and Benefits for Department Chairs in U.S. and Canadian Graduate Departments of Psychology

Table 28. Salary Raises and Decreases for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Table 29. Determinants of Salary Raises for Faculty in U.S. Graduate Departments of Psychology, by Geographic Region

Table 30. 1993-94 Salaries for Full-time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank, and Years in Rank

TABLE 26

1993-94 Starting Salaries and Expected 1994-95 Starting Salaries for Faculty in U.S. and Canadian Graduate Departments of Psychology

Starting salary	U.S. Graduate Departments of Psychology[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Average starting salary in 1993-94 for a new faculty member who was a new PhD:							
Median salary:	$35,000	$38,000	$36,000	$32,750	*	$32,000	*
25%:	$33,000	$35,000	$33,000	$31,000	*	$31,000	*
75%:	$37,500	$39,000	$38,300	$36,000	*	$35,000	*
Mean:	$35,243	$36,734	$35,640	$33,017	*	$32,703	*
SD:	3,607	4,137	3,791	2,905	*	2,862	*
N:	69	25	94	30	7	37	8
Comparison with 1992-93 starting salaries:							
Mean in 1992-93:	$34,004	$34,273	$34,078	$31,070	*	$31,212	*
Mean in 1993-94:	$35,243	$36,734	$35,640	$33,017	*	$32,703	*
Percentage change in monetary salary:	+3.6%	+7.2%	+4.6%	+6.3%	*	+4.8%	*
Percentage change in real terms:	+0.9%	+4.5%	+1.9%	+3.6%	*	+2.1%	*
Expected salary offered to a new doctorate recipient in 1994-95							
Median salary:	$35,000	$35,750	$35,000	$32,000	$31,000	$32,000	$43,872
25%:	$33,250	$32,000	$33,000	$30,000	$27,000	$30,000	$40,980
75%:	$37,000	$38,750	$38,000	$34,000	$34,000	$34,000	$46,000
Mean:	$35,314	$34,901	$35,183	$32,264	$30,797	$31,914	$43,420
SD:	2,987	5,701	4,040	2,810	4,198	3,237	4,457
N:	164	76	240	86	27	113	17
Expected salary offered to a Ph.D. with two years postdoctoral experience in 1994-95:							
Median salary:	$37,000	$38,000	$37,000	$33,250	$32,750	$33,000	$48,000
25%:	$35,000	$34,000	$35,000	$32,000	$28,000	$31,930	$42,500
75%:	$39,000	$40,082	$40,000	$36,000	$35,000	$35,500	$50,000
Mean:	$37,384	$36,461	$37,093	$33,969	$32,104	$33,528	$46,818
SD:	3,442	6,747	4,743	3,281	4,227	3,596	5,382
N:	163	75	238	84	26	110	17

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1992 to September 1993, the percentage change was 2.7% for the United States.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars.

*There was an insufficient number of respondents for analysis.

TABLE 27

1993-94 Salaries and Benefits for Department Chairs
In U.S. and Canadian Graduate Departments of Psychology

Salary or Benefit	U.S. Departments[a]						Canadian Doctoral Departments[b]
	Doctoral			Master's			
	Public	Private	All	Public	Private	All	
Salary of the department chair:							
Median:	$64,664	$62,164	$63,544	$51,283	$46,063	$50,106	$85,493
25%:	$57,260	$51,287	$55,221	$47,189	$41,500	$45,154	$76,412
75%:	$72,472	$74,719	$73,308	$56,596	$53,108	$56,000	$95,727
Mean:	$66,057	$64,040	$65,369	$51,901	$49,059	$51,235	$85,212
SD:	13,434	19,667	15,828	7,656	12,092	8,913	11,913
N:	170	88	258	85	26	111	17
Comparison with 1992-93 chair salaries:							
Mean in 1992-93:	$64,009	$62,992	$63,688	$51,578	$49,343	$50,942	$84,336
Mean in 1993-94:	$66,057	$64,040	$65,369	$51,901	$49,059	$51,235	$85,212
Percentage change in monetary salary:	+3.2%	+1.7%	+2.6%	+0.6%	-0.6%	+0.6%	+1.0%
Percentage change in real terms:	+0.5%	-1.0%	-0.1%	-2.1%	-3.3%	-2.1%	-0.9%
Benefits received by department chair:[c]							
Assistant chair position (%):	41	26	36	14	11	13	41
Tenured/tenure-track asst chair (%):	27	21	25	9	7	9	35
Extra secretarial support (%):	67	62	65	41	34	39	76
Extra graduate assistants (%):	25	22	24	15	19	16	17
Summer salary (%):	53	31	46	44	30	41	na
Other stipend (%):	40	42	41	45	30	42	100
Reduced teaching load (%):	90	73	84	88	76	85	88
Other (e.g., research or travel grants) (%):	7	5	6	1	0	9	5

Source: 1992-93 and 1993-94 Surveys of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. The Ns refer to the number of departments that provided the information. Percentage changes in monetary terms are measured in current dollars. Percentage changes in real terms reflect the percentage increase in monetary terms adjusted for the percentage change in the Consumer Price Index reported by the Bureau of Labor Statistics. For the period of September 1992 to September 1993, the percentage change was 2.7% for the United States and 1.9% for Canada.

[a] Reported are 9-10-month salaries.

[b] Reported are 11-12-month salaries in Canadian dollars. Statistics are only reported for chairs of Canadian doctoral departments, given that the number of master's departments that responded was too small for analysis.

[c] Included are those departments that provided information on the salaries for department chairs. Percentages do not sum to 100%, given that individuals may receive one or more of these types of support.

na = Not applicable due to the fact that Canadian salaries are for 11-12-months.

TABLE 28

Salary Raises and Decreases for Faculty in US Graduate Departments of Psychology: 1993-94

	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
	%	%	%	%	%	%	%	%	%
Doctoral departments									
Public									
Raises for all	57	100	94	81	79	100	44	81	21
Raises for some	29	0	6	19	12	0	31	6	21
Salary decreases	0	0	0	0	0	0	0	0	21
No change	14	0	0	0	6	0	25	13	11
Both increases & decreases	0	0	0	0	3	0	0	0	26
Private									
Raises for all	86	90	73	67	83	60	67	100	78
Raises for some	8	5	9	0	8	40	33	0	11
No change	8	5	9	33	8	0	0	0	11
Both increases & decreases	0	0	9	0	0	0	0	0	0
Master's departments									
Public									
Raises for all	100	100	100	56	92	90	55	57	23
Raises for some	0	0	0	22	8	0	18	29	23
No change	0	0	0	22	0	10	27	14	54
Private									
Raises for all	100	83	100	67	71	100	100	0	75
Raises for some	0	0	0	0	14	0	0	0	25
No change	0	17	0	33	14	0	0	0	0

Source: 1993-94 Survey of Graduate Departments of Psychology. Compiled by Office of Demographic, Employment, and Educational Research, APA Education Directorate.

Note. Information on salary increases and reductions pertains to those that were effective in 1993-94. Percentages are column percentages and may not sum to 100% due to rounding.

TABLE 29

Determinants of Salary Raises for Faculty in US Graduate Departments of Psychology: 1993-94

	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
	%	%	%	%	%	%	%	%	%
Doctoral									
Public									
Promotion	29	45	55	29	62	55	25	25	47
Other merit inc	29	55	68	67	71	82	63	44	53
Standard adjustmt	29	41	58	33	35	64	13	56	26
Union	43	68	16	10	15	0	0	6	0
Other/unspecified	0	10	15	5	24	9	12	6	5
Private									
Promotion	15	30	27	33	58	0	50	40	28
Other merit inc	77	65	45	67	67	80	100	80	39
Standard adjustmt	31	55	27	0	58	60	0	40	67
Union	0	5	9	0	0	0	0	0	0
Other/unspecified	0	0	9	0	17	40	0	0	6
Master's departments									
Public									
Promotion	25	43	30	44	25	30	36	57	46
Other merit inc	25	14	70	33	75	50	18	43	15
Standard adjustmt	25	36	60	56	42	60	64	57	15
Union	50	86	30	22	8	0	0	0	8
Other/unspecified	0	0	20	11	25	20	9	0	0
Private									
Promotion	50	17	40	33	29	0	0	0	0
Other merit inc	0	50	80	0	43	0	50	0	50
Standard adjustmt	100	83	40	67	71	100	100	0	75
Other/unspecified	0	33	0	0	0	0	0	0	25

Source: 1993-94 Survey of Graduate Departments of Psychology. Compiled by Office of Demographic, Employment, and Educational Research, APA Education Directorate.

Note. Information on salary increases and reductions pertains to those that were effective in 1993-94. Percentages are column percentages and do not sum to 100% given that raises were often determined by multiple factors.

TABLE 30

1993-94 Salaries for Full-Time Faculty in U.S. Doctoral and Master's Departments of Psychology by Gender, Rank and Years in Rank

	Full Professor				Associate Professor			Assistant Prof.	
	12 or more years	6 - 11 years	3 - 5 years	Less than 3 years	6 or more years	3 - 5 years	Less than 3 years	3 or more years	Less than 3 years
Doctoral Departments									
MEN									
Median	66,400	60,902	57,814	52,500	45,934	46,078	43,544	38,441	37,100
Q1	57,235	53,600	52,416	46,757	41,000	41,703	39,925	35,396	34,660
Q3	78,924	70,272	65,390	60,000	51,650	50,374	47,000	41,025	39,780
Mean	68,646	62,675	60,502	55,196	46,795	47,061	44,401	39,010	37,530
SD	16,681	13,282	13,583	13,955	8,988	8,261	7,487	6,162	4,424
N	1148	483	235	213	518	196	245	300	259
WOMEN									
Median	66,171	63,693	59,857	53,530	47,496	43,825	43,100	38,181	36,330
Q1	57,200	55,356	53,600	48,087	42,010	39,530	40,000	34,956	34,000
Q3	79,675	70,318	69,740	62,963	52,325	48,000	47,537	41,000	39,000
Mean	68,970	64,623	62,294	55,599	47,848	44,757	44,109	38,061	36,588
SD	15,657	12,650	13,766	10,137	8,371	7,246	7,272	4,841	4,364
N	122	122	108	92	187	115	179	257	300
Master's Departments									
MEN									
Median	59,415	51,085	45,991	44,722	45,652	39,491	36,504	34,860	33,820
Q1	52,500	46,305	43,506	40,253	39,769	36,750	34,676	31,600	30,000
Q3	60,960	60,205	54,230	50,532	49,823	43,142	40,000	40,743	36,380
Mean	57,772	52,761	48,812	46,077	46,032	40,933	37,469	36,119	33,444
SD	8,396	8,121	7,155	8,222	8,147	5,875	4,175	6,669	4,460
N	228	144	62	58	120	47	61	89	85
WOMEN									
Median	60,960	60,960	48,398	50,252	44,774	39,516	38,500	35,052	32,625
Q1	52,536	52,118	45,144	43,287	40,627	37,400	34,767	32,000	30,720
Q3	60,960	60,960	58,176	51,100	48,834	45,710	41,904	38,110	35,805
Mean	58,150	56,693	50,937	48,924	45,841	41,804	38,984	36,020	33,104
SD	8,055	6,985	7,454	9,186	7,451	6,671	5,250	5,626	3,901
N	33	38	22	25	37	44	51	74	118

Source: 1993-94 Survey of Graduate Departments of Psychology, Office of Demographic, Employment, and Educational Research, APA, and Council of Graduate Departments of Psychology.

Note. All salaries are 9-10-month salaries. Salary statistics for Lecturers/Instructors are not reported, given that the Ns are insufficient for analysis.

APPENDIX A

Table A. Response Rates for Selected Subgroups: 1993-94 Survey of Graduate Departments of Psychology

TABLE A
Response Rates for Selected Subgroups:
1993-94 Survey of Faculty Salaries in Graduate Departments of Psychology

	U.S. Departments						Canadian Departments	
	Doctoral			Master's				
	Public (N=236) %	Private (N=135) %	Total (N=371) %	Public (N=145) %	Private (N=66) %	Total (N=211) %	Doctoral (N=29) %	Master's (N=5) %
Total	75	70	73	63	46	57	62	20
Region								
New England	78	65	69	57	22	38	na	na
Middle Atlantic	71	62	66	67	32	50	na	na
East North Central	69	50	63	59	62	60	na	na
West North Central	84	60	80	64	75	67	na	na
South Atlantic	85	75	82	46	88	56	na	na
East South Central	61	100	70	83	100	85	na	na
West South Central	71	100	77	61	40	56	na	na
Mountain	80	100	84	88	na	88	na	na
Pacific	79	82	80	64	33	53	na	na
Type of department								
Psychology	83	78	81	64	47	59	65	20
Educational/Counseling/ School psychology	73	28	63	65	60	63	50	na
Human development	54	100	62	na	na	na	na	na
Professional	50	70	68	na	100	100	na	na
Other	27	75	47	20	0	9	0	na

Note. These response rates are for those departments providing sufficient salary information to be included in the analyses for any of the tables within this report. The category "Educational/Counseling/School Psychology" includes departments of educational psychology, counseling psychology, school psychology, and other similar units. The "Other" category is a heterogeneous group of departments, including programs in industrial-organizational psychology and rehabilitation.

na = Not applicable.

APPENDIX B

STATES COMPRISING GEOGRAPHIC REGIONS IN THE UNITED STATES

APPENDIX B

States Comprising Geographic Regions in the United States

New England:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
Middle Atlantic:	New Jersey
	New York
	Pennsylvania
East North Central:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
West North Central:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
South Atlantic:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
East South Central:	Alabama
	Kentucky
	Mississippi
	Tennessee
West South Central:	Arkansas
	Louisiana
	Oklahoma
	Texas

Mountain:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming
Pacific:	Alaska
	California
	Hawaii
	Oregon
	Washington

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